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Major-General J. M.D. Moody

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ON THE EMPLOYMENT OF RETIRED BLUEJACKETS, SOLDIERS, AND MARINES.

By Major-General J. M. D. MOODY (Late Royal Marines).

Wednesday, June 10th, 1896.

General Sir WILLIAM CAMERON, K.C.B., in the Chair.

ROUGHLY speaking, some 21,000 men return to civil life every year after serving their Queen and country honourably for the period for which they may have joined; and they have to begin life again in an entirely new sphere, so to speak, to that to which they have been accustomed while wearing Her Majesty's uniform. Twenty-one thousand Bluejackets, Soldiers, and Marines, most of whom are honest, intelligent and able-bodied men, are cut adrift and find when discharged that they are thrown on their own resources and have to support themselves as best they may. Compared with the millions of various workers in the toiling sea of labour, these 21,000 men represent but an almost infinitesimal drop. Looking at it in its broad light, there is no reason why they should not succeed; for, if we go back two hundred odd years to the time of Cromwell, when the population of this country was as nothing to its present extent, a similar re-absorption of soldiers into civil life was then done without difficulty. This is the picture Macaulay draws in his "History of England" of the disbandment of Cromwell's army, in 1661, after the Revolution:—

"Fifty thousand men, accustomed to the profession of arms, were at once thrown on the world; and experience seemed to warrant the belief that this change would produce much misery and crime, that the discharged veterans would be seen begging in every street, or that they would be driven by hunger to pillage. But no such result followed. In a few months there remained not a trace indicating that the most formidable army in the world had just been absorbed into the mass of the community. The Royalists themselves confessed that, in every department of honest industry, the discarded warriors prospered beyond other men, that none were charged with any theft or robbery, that none was heard to ask an alms, and that, if a baker, a mason, or a waggoner attracted notice by his diligence and sobriety, he was in all probability one of Oliver's old soldiers."

Thus was solved this serious question which confronted the nation in the middle of the seventeenth century, and no more serious question confronts the State to-day, at the end of the nineteenth, than the disposal of men discharged from the Service. It is concerning this question I am about to speak; and, although employment for the Reservists and other discharged men has been so frequently inquired into by committees of various kinds, so ably lectured on in this Institution and elsewhere, so often discussed in the House of Commons, and commented on in the Press generally, that there would not appear much left that is novel to say about the matter; yet the Council of this Institution, which is always anxious to take advantage of any opportunity for furthering the interests of the Service, was of the opinion that another effort might still be made to ventilate the subject. The finish of the labours of the Select Committee of 1894-95 in the closing week of the last Parliament, and its subsequent report, has afforded a favourable opportunity for again bringing up the subject; and thus it was that I was honoured by the Council in being asked to give this lecture. It might have been entrusted to abler hands, but I think that no one could have given more thought and attention to the subject than I have done.

The claims of the Reservists have in recent years been pressed on the attention of the authorities and the public to the almost entire exclusion of the claims of other classes of men discharged from the Army; while the claims of the men of the Navy and of the Marines have received little or no attention at all. As the instructions to the two Select Committees were specially to enquire into employment for all branches of the Service—Bluejackets, Soldiers, and Marines—I propose to make my lecture equally broad in its application.

To begin with, as no medical man would correctly diagnose a patient's ailment without investigating the cause of the disease; so, when investigating the question of the employment of discharged soldiers, the recruiting question recurs as a matter of course, the one hinging on the other. I shall deal with both questions conjointly; and I may say at the start that I have some stringent measures to propose which must be faced before either the employment of discharged soldiers or recruiting is placed on a satisfactory footing. It is now eleven years since I gave a lecture in the old theatre of the Institution on recruiting, which, perhaps, some of those now present listened to at the time or possibly may have read. In that lecture I made a number of suggestions for helping recruiting. Some of these, I am pleased to think have since been adopted with the best results to the Service. There are others still left which I would venture to commend to the new Commander-in-Chief; for I can say, with eight years' subsequent experience as a regimental officer, including three years in command, the opinions I held when delivering that lecture I hold to-day more strongly than ever. The discussion over my former lecture was of the fullest, showing the interest which was felt in the subject. I trust fully as much interest, if not more, will be shown on this occasion. In my former lecture I endeavoured to place recruiting on broad lines so as to embrace all branches. To-day I follow the same policy; for, regarding the

matter of employment, all those who serve the Queen, whether in her naval or military forces, have a just and equal right to be considered. It will give more strength and importance to the cause if the Services appreciate and assist each other. All are raised for the one great object, the defence of the Queen and her dominions and for the security of her subjects, and at no other time in my recollection is this cohesion of all our comrades in arms more necessary than it is at present.

Hitherto, the policy of the greatest employer of labour we have, the State, has been, to put it mildly, unsympathetic to Service-retired men. Thanks, however, to the recent motion of Mr. Arnold-Forster in the House of Commons, a motion based on the report of Colonel Brookfield's Committee, and one which was virtually accepted by the Government, the Government policy on the point has now changed its aspect, as declared by its responsible Minister, Mr. St. John Brodrick, acting as the mouth-piece of Lord Lansdowne. The importance and wisdom of a reversal of the official view in this respect hardly needs justification here, for a sound policy in this direction has been recommended by both the Select Committees that have sat upon the subject; and again and again it has been urged by all those who have taken any interest in the question—alas! up to now, in vain.

At this point it might be well to examine the number of Civil Service appointments which Sir Charles Wilson, the present Director of the Military Education Department, considers ex-Service men capable of filling. A return giving these was rendered by him to the Select Committee of 1894-95, and published in the form of an appendix, both of which will be found in the report, for further reference of those interested in the matter. From Sir Charles Wilson's return, it will be seen that there are no less than 377 situations of various classes which he considers might be adequately filled by the Army Reserve men and discharged soldiers. He shows the educational requirements for each post to be met by the certificates now held by a large number of Army men. As the educational requirements of the Royal Marines are identical with those of the Army at large, this return may be taken as applying to them also; while, as regards the Navy, a system of certificate covering the educational requirements can, no doubt, be readily introduced. Naval men will not be behindhand in acquiring in this respect any advantage their comrades in the sister Service may have already gained. On looking over the variety of situations which the Director of Military Education has tabulated, it will be seen that this variety is not limited by any means to the lowest class of Civil Service employment; and yet, hitherto, it has only been the lowest grades of situations that have been begged for ex-Service men, and begged for, too, to a great extent unsuccessfully. Sir Charles Wilson's experience in both civil and military service renders his return particularly valuable, and it is all the more valuable at this juncture, since Mr. St. John Brodrick virtually accepted on the part of the Government Mr. Arnold-Forster's motion. No longer now can the ex-Service man be treated by the authorities in power as a suspicious character, and carefully kept out of the

meanest post vacant in the Civil Service or in Government Departments, which has been the case up to a very recent period. I would as an instance point to the system under which Government work, repairs, and maintenance are carried out at home, that is, under triennial contracts, so arranged that the civil contractor who works under the supervision of the Royal Engineers does not, as a matter of fact, employ any skilled Service men. I leave some of the Royal Engineers to explain why this is so. Hitherto, every Government office, the Admiralty and War Office excepted, seemed to bear over its portal, "No soldier need apply!" It having, however, been publicly declared that this policy of the past is henceforth to be changed, it is for the men themselves to know and appreciate this fact, and for their friends to "keep pegging away," as recommended by the *Times* in a leading article on the debate on Mr. Arnold-Forster's motion, so that in future they shall not be overlooked. It is true that the situations which the State has, or may have, at its disposal, numerous though these be, can never provide employment for even a tithe of the number of men annually discharged from the Services; but it must be remembered that it is the example which the State shows to local bodies and private employers in providing openings by which ex-Service men may gain an honest livelihood that is so important. Had it not been that I believed it advisable to wait for the Government declaration on the point at issue, this paper would have been read to you before Easter, when I should have had the Commander-in-Chief in the chair. Of course, I was much disappointed that his numerous engagements prevented his presiding at a later period. Considering all things, I believe it was wise to wait; and although we have not the Commander-in-Chief, we have an officer in the chair who will carry great weight in the Service generally, for, like Lord Wolseley, he has always taken the greatest interest in the employment question, while, unlike him, he has not to combat the disadvantage of having his utterances handicapped by holding at present an official position.

Coming now to the employment question *per se*, the crucial problem is to have the right man to offer. Employers, however sympathetic they may be, must in the interests of their own business have capable and reliable *employés*. Service men must be made to realise this. No matter who the employer may be, whether the State, local and municipal bodies, firms or private individuals, the proposition holds equally good that the more capable the men are, the more remunerative and less laborious will be the employment they will succeed in obtaining. The deserving man may not possibly fall into his proper place at once, but it is only a matter of time, and he is bound to get it ultimately.

The first question we must necessarily ask ourselves is, Have we the right men to offer for civil employment? and, in the event of the answer to this query being in the negative, What are we to do to get the right men? As to the first part of this question, it may be said we certainly have many excellent men whose abilities only need to be known in civil life for their services to be appreciated and sought after; but, on the other hand, we have also some who are far from answering the

description of "the right man." If employers get the wrong man, they not only will dismiss him from their employment, but, what is more serious, get prejudiced against the whole class, and most likely never try another. The wrong man, therefore, not only injures himself, but places obstacles in the way of his more-deserving comrade obtaining employment. To get the right man is the whole gist of the matter, and, for this reason alone, we must have a change in the Army, respecting the character of some of its *personnel*. The evils which even now exist in the principle of recruiting men for the colours, and in the present system—rather want of system—in the Army training, so far as the qualifications for employment in civil life are concerned, must be recognised not only by the officers but also by the men. To look a difficulty in the face is to half overcome it, so we must grasp the difficulty and look at the subject dispassionately, in order to see how these evils may be met and remedied.

I am reluctant to again go over the old ground of recruiting; but, as on successful recruiting depends subsequently successful civil employment for discharged soldiers, I must strongly urge this point. The test of successful recruiting is minimum of waste.

Eleven years ago I pointed out that what may be termed avoidable waste at the period of which I spoke—that was in 1884—was a total of 10,180.

Now, as the total number of recruits accepted by the Service in that year was 35,653, it follows that the avoidable waste was 28·5 per cent.

Contrasting the last returns to hand for 1895, we find, after, mark you, an interval of eleven years, that out of a total of 29,583 recruits who joined the colours the waste amounted to a total of 9,630.

This gives a percentage of 32·5 waste for the year—actually, an increase of 4 per cent. on the state of things to which I drew attention eleven years ago.

If but the right stamp of recruit would come forward, only about 20,000 would be required, or one-third of the number of men now wanted. I leave financial men to estimate the saving to the country this would result in. In order the better to realise how many wrong men are taken to serve with the colours, or rather, recruited, I turn to that carefully-compiled little Blue Book which is entitled, "Return of the British Army, with Abstracts for the years 1876 to 1895 inclusive, and information with regard to the Army at Home, prepared by order of the Commander-in-Chief for the information of the Secretary of State for War."

This work, which is published annually by the War Office at the modest price of 5½d., contains much interesting information, and much, too, that is of a surprising and far from satisfactory nature. I would that it was more widely known and studied throughout the Army! On page 15, I note that 65,000 notices, or notice papers, were served to candidates for enlistment—the substitute, to some extent, for the old enlistment shilling. Out of these 65,000 recruits, only 55,000 got so far approved as to be medically inspected; and of these but 33,000 were attested. (The Inspector-General of Recruiting tells us in his report that, out of the 22,000 men thus

rejected out of the gross total originally given, by the recruiting and medical officers, 11,000 of the number were not accepted on account of various ailments, while 11,000 were rejected for want of physical development.) Out of the 33,000 attested, 29,000 only were finally approved; so, there were 4,000 who were actually attested, though not finally approved, each of whom must have been the cause of the waste of public time and money. Of course, it is better to weed early; but would not the best plan be, to keep out the weeds in the first instance? Notwithstanding the weeding, over 9,000 more men dropped out in the year.

Putting aside for a time the subject of recruiting, to which I shall, however, recur again, the next vital point to be considered is, Have we any system for training men, to make them fit for civil employment on their obtaining their discharge? I am afraid the answer must be, in most cases, "None!"

The first step after recruiting and the training of recruits have been placed on a sound footing will be to alter the habits of the men, particularly those belonging to the infantry. This, of course, would be a work of time. And it is not only the habits of the men that must be altered, but it must be borne in mind that the non-commissioned officers must set them an example. No one wants the men to be over-careful—far from it; but, no one, I hope, wants them to be a reckless lot, so utterly improvident that on their discharge they hasten to spend their deferred pay, which is all they have to depend upon, so that they are at their wits' end to get a situation when all their money is spent: yet this is what so many Reserve men do with their reserved pay; pensioners also, it is stated, do the same with their pensions; and to such an extent is this the case, that one of the recommendations of the Select Committee of 1894 and 1895 is, that a system should be established of paying pensioners weekly. It cannot be wondered at that the reserve pay of discharged soldiers and the pensions of pensioners are squandered so recklessly, when we are all familiar with the fact that so many men, even when serving under the colours, live from hand to mouth. To go to the root of the mischief, Whence does this improvidence arise? Simply on account of the lack of education—not merely education of a moral character alone, but that education which would enable men on leaving the colours to embark on the civil functions of life with a fair chance of holding their own against their many civilian competitors, with whom they are now so heavily handicapped. The serious extent to which improvidence is carried in the Service is so abnormal that the consideration with many is not merely how the men may be induced to save their money, but how far they may be prevented from spending it in such a reckless fashion as to be a source of injury alike to themselves and the Service.

Education, no doubt, ought to alter all this to a very large extent; but, for education of any sort to have any permanent effect on the men its benefits must be illustrated to them, so to speak, by the example shown to those of subordinate rank by their superiors or non-commissioned officers. It is all very well to preach, but if precept be not qualified by example its force is lost. The education of a private soldier, putting

book learning entirely out of the question, largely depends on his surroundings. A high moral tone in those about him, with whom he is in constant association, is ever influencing him, for the better or worse, in many ways, indeed, more powerfully than any coercive discipline could effect! Every effort should be made to make the life of a soldier in barracks a busy life, a decent life, an improving life; and no doubt in many instances this effort is made, and made successfully.

Coming to education, as generally understood; that is, regarding it in its rudimentary form, there is nothing to complain of in the present system in force in the Army, for it turns out as good scholars in its way, probably, as the highest of the higher grade board schools. But this education, although it may enable the private soldier to read a newspaper appreciatively and write a better letter home than he might otherwise do without its aid, or qualify for a Civil Service appointment, yet goes but a very little way to enable him to earn his own living when he again enters the ranks of labour.

What form of education, now, in addition to these elementary requirements, would enable him to do this?

The obvious reply is, *Technical Instruction*.

But how, you ask, is the private soldier to get this?

The answer is as follows: A move has already been made to give technical education to the masses of England, and there is no doubt there is about to be a revolution in this respect throughout the country, when such a practical form of education as opposed to the mere theoretical instruction which the present school board system originated, will be within reach of the humblest in the land. The Bluejacket, the Soldier, the Marine are all alike subjects as well as servants of Her Majesty, and citizens of the Empire, like ordinary civilians; and, like them, they are equally entitled to all the benefits of the new system. Already, county councils have over a million of money to spend in this direction throughout the various divisions of the kingdom, and only await localities to form voluntary classes to subsidise them. Service men are therefore necessarily included in all the benefits arising from these public grants. By this means, let a man but acquire some useful handicraft, no matter how simple it may be, and he will find it stand him in good stead in the battle for life. At present he learns but little of a useful nature. The time between 5 and 10 o'clock in the evening, so far as military men are concerned, is entirely, when off actual duty, at their own disposal; and this time could certainly be much more profitably employed than it is now, even putting technical education aside altogether, and reform might very well make a start without it. We all like to see a young fellow enjoying himself by taking part in athletic and manly games. There is genuine amusement in these, and an exciting feeling of contest which does a man good. But, what amusement can there be in sitting long hours in the vitiated atmosphere of a public-house, drinking vile, adulterated beer, most likely on an empty stomach, and associating with the unfortunate creatures who so often frequent these places of garrison resort? Yet it cannot be denied that but too many men so spend their leisure time.

Although much may be done in the future, of course the existing state of things cannot be altered all at once; so, taking the discharged men as they are, many unskilled and some even uneducated, let us see what openings they have at present for obtaining civil employment, what agencies are at work to help them, and how far they are successful. There are three institutions working now to this end, two of which have been in existence for about forty years. The names, or rather titles, of these institutions are:—The Army and Navy Pensioners' Employment Society, The Corps of Commissionaires, and The National Association for the Employment of Reserve Soldiers. Although these societies are well known, a short account of each may be useful. A further account of these societies will be found in the official report issued by the Commission of Labour under the Board of Trade, in 1892, on the unemployed. All Labour Employment Societies are therein described. The Service ones contrast most favourably with the others.

The Army and Navy Pensioners' Society was established in 1855, with the object of "registering the names, addresses, characters, etc., of military and naval pensioners from her Her Majesty's Service, and procuring for them such employment as they may be capable of undertaking." It has a head office in London, and branches in Dublin, Glasgow, and Manchester, and is conducted on much the same lines as the third society, which I will presently describe at greater length. The report of the Army and Navy Pensioners' Employment Society for the year ending December, 1892, shows that a total of 657 men had been registered at the head office and branches, and that 2,650 places had been obtained. It must be noted, however, that 2,650 places does not necessarily mean that number of separate men, the exact number of whom, through some clerical omission, is not ascertainable from the report. At present the constitution of the society only admits of the registration of pensioners, but it has been stated that the council of the society have now decided that in future Reserve men may be recommended for employment, provided no pensioners suitable are available. As a result of this new arrangement, 202 places are passed over to Reserve men, these being in addition to the 2,650 places previously mentioned.

The Corps of Commissionaires, the second society on our list, was established in 1859 with the object of finding employment for pensioners and others from the Army. The qualifications and conditions of entrance are set forth very elaborately in the rules and regulations, which can be always obtained on application at the headquarters of the corps.

The corps now numbers 2,220, including 125 Bluejackets and 100 Marines.

The corps has branches, termed "Out-quarter Divisions," at Belfast, Birmingham, Edinburgh, Glasgow, Leeds, Liverpool, Manchester, and Nottingham; and is supported partly by regimental and other subscriptions and donations, and partly by an annual tax of 10s. per head paid by permanent employers of the men.

The third and youngest society to which I have alluded, The National Association for the Employment of Reserve Soldiers, although

it was only founded in February, 1885, and began work the same year, has been equally useful in its beneficial tendencies as its older and kindred associations. This society deals more particularly with the Reservists, but does not confine itself strictly to them, ordinary discharged soldiers also being helped, except when they are pensioners, and occasionally Bluejackets and Marines. The society claims that only men of good character are ever recommended for employment, and further states that no fees are charged by the central association or its branches either to the men or the employers. The society has altogether forty-six branches in London and the principal industrial centres, besides the thirty-one affiliated agencies, to which further reference will be made. The men are registered at the time of discharge, the officer by whom the discharge is carried out acting as a kind of outlying agency. Individual applications are also received after discharge. The society having taken care to satisfy itself as to the qualifications of the men, then addresses the employers by means of circulars and advertisements. *Personal visits are also paid to large employers.* The newspapers are looked at every morning, and replies on behalf of the men are sent to suitable advertisements. The result is seen in the fact, that of the 7,852 registered in 1892, employment was found for 4,285 men.

The growth of the work done by the society is rapidly shown by the following table :—

Year.						Number of men placed in employment.
1885-86	-	-	-	-	-	174
1886-87	-	-	-	-	-	470
1887-88	-	-	-	-	-	1,013
1888-89	-	-	-	-	-	1,462
1889-90	-	-	-	-	-	1,890
1890-91	-	-	-	-	-	2,097
1891-92	-	-	-	-	-	2,614
1892-93	-	-	-	-	-	3,886
1893-94	-	-	-	-	-	4,442
1894-95	-	-	-	-	-	4,120
1895-96	-	-	-	-	-	4,285

The last Annual Report issued, viz., for 1894-95, of the society gives the following list of the employments found for 4,120 of these men, that is, the total number of men exclusive of those found work by the regimental branches, according to the last returns issued.

DETAIL OF EMPLOYMENT FUND.

From 1st April, 1894, to 31st March, 1895.

						Number employed.
1. Police	-	-	-	-	-	97
2. Foremen	-	-	-	-	-	55
3. Postmen	-	-	-	-	-	681
4. Clerks	-	-	-	-	-	93
5. Railway Porters	-	-	-	-	-	322
6. Indoor Servants	-	-	-	-	-	331

	Number employed.
7. Grooms and Coachmen - - - -	300
8. Gardeners - - - -	32
9. Tramcarmen - - - -	75
10. Carmen - - - -	99
11. Porters and Messengers - - - -	405
12. Prison Warders - - - -	18
13. Attendants at Asylums and Hospitals - -	214
14. Night Watchmen - - - -	51
15. Caretakers - - - -	133
16. Gymnastic and Drill Instructors - -	19
17. Musicians - - - -	22
18. Labourers, etc. - - - -	614
19. Miscellaneous - - - -	455
20. Compounder - - - -	1
21. Olympia - - - -	26
22. Bailiffs - - - -	17
Total - - - -	4,120

From this it will be gathered that the great bulk of the men are appointed to situations requiring a *certain amount of strength and intelligence, but no great skill or technical knowledge.*

It may be added that the society is supported by voluntary subscriptions and donations, and by a grant from the Government (increasing this year from £250 to £500), and is managed by a mixed committee, consisting of officers of the Army and civilians. The total expenses in 1895-96 amounted to £623 11s. 5½d.

In commenting on these several institutions, I should mention that the Army and Navy Pensioners' Employment Society was founded years before the short-service system was introduced into the Army, and consequently for some years after its start pensioners only were eligible for registration on its books. This privilege, however, is now extended to Reservists who meet the requirements as to character when no pensioners are available. I understand that great difficulty is experienced in getting applicants the situations they deserve. Whether this is owing to the fact that it is believed in the labour market that the days of pensions are no more, it seems that the employers of labour do not bestow that patronage on this old society which it deserves; there is no lack of candidates on its books. The society has done excellent work in the past, and is still ready and anxious to carry it on. No doubt, when in the opinion of the council the time is ripe, this society may possibly amalgamate with the youngest of its sister agencies, namely, the National Employment Society, which was originally established to provide for Reserve soldiers only, but now also assists pensioners; the Pensioners' Employment Society, that was only intended to help pensioners, now as an exception takes in Reserve men. Before saying a few words about the National Society, with which I have the honour to be associated, I will with your permission make brief mention of the Corps of Commissionaires. I recently had the privilege

of paying a lengthened visit to the headquarters of the corps at their well-known address, 419, Strand, when I made the acquaintance of its founder, who, I may say, takes as active a part in its management now as he did thirty-seven years ago when he first brought it into existence. The good work of the Commissionaires' Corps is recognised on all hands, and that it may increase and prosper is the sincere wish of every Service man, as well as every well-wisher of the Service. Starting with forty-two men, the corps now musters upwards of 2,000 members, who, wherever they are seen, are a credit to the Service, to their present corps, and the officer who has organised them. Sir Edward Walter, the founder, has devoted the better part of a lifetime to the interests of this meritorious force and highly successful society. The commissionaires do not need advertisement. Every club in London of any standing, every good hotel, and every firm almost of any note employs them, for they are found invariably to be thoroughly trustworthy in every respect; and I hope by and by there will not be found a single big business establishment in London that has not some members of the commissionaires "employed" by it.

The third large society is the National Society for the Employment of Reserve Soldiers, which, as I have already stated, is the youngest of these agencies, having only been founded ten years ago or so. It owes its existence to the persistent efforts of Lieut.-General Sir E. F. Chapman, recently Director of Military Intelligence at Head Quarters, and who was then, as Colonel Chapman, acting as Adjutant-General to Sir Donald Stewart, at that time Commander-in-Chief in India, who ably helped in the good work undertaken by Colonel Chapman and by his brother, Mr. Cecil, both of whom pushed it on, in spite of the want of sympathy with which the scheme of the society was regarded at first in certain quarters. Thanks, however, to the active assistance at home of Lord Wantage, who took the lead and held meetings at his house, besides giving a large subscription to head the starting fund, all opposition was overcome; and, presently, some of the most distinguished officers of the day, as well as many of the most representative civilians, rallied to the side of the society; Lord Napier of Magdala, Sir Daniel Lysons, Sir Arthur Herbert, Colonel Moncrieff, Sir Edward Du Cane, Sir William Cameron, General Brackenbury, Lord Roberts, General Goodenough, Lord Wolseley, and others too numerous to mention, Lord Napier of Magdala taking the chair at the inaugural meeting. The headquarters of the society are fixed at the same address where they originally started ten years ago, 12, Buckingham Street, Strand. The managing staff was composed of a strong committee, with Sir Donald Stewart as first chairman, succeeded in turn by Sir John Adye, who now so worthily fills this office—if I may be allowed to say so. He is most ably assisted by the indefatigable chairman of the working sub-committee, Sir William Drysdale, who is also chairman of the Pensioners' Employment Society, and likewise on the executive council of the Corps of Commissionaires. This veteran chairman never allows a meeting to pass, whether it be winter or summer, without being present, while the society possesses in Colonel Handley a secretary whom it will be hard to equal. I can confidently assert that any recommendation

made of men by the latter may be received with the utmost confidence, for he spares no time or trouble in selecting the right man for the right place. Now that this society has been established on so firm a base, and can claim the credit in addition of having been so handsomely recognised by Government through the statement made by Mr. St. John Brodrick in the House of Commons, we must not forget to whom we owe its existence, the officer who now occupies the chair being one of the foremost in lending his aid to start it. I trust, as the society is progressing so favourably, the time will soon come when it may be able to remove to better quarters in a less retired neighbourhood, and that also the present very small staff may be increased to dimensions more adequate to the work the institution has to do.

There are other societies besides these three principal ones which I have mentioned, interested in the same cause; but these are more limited in their scope and apply more distinctly to special regiments or classes, such as the Guards' Employment Society, the Royal Engineers', the Rifle-men's Aid Society, and others, all of which do good work.

Every one of these societies, however, I would point out, deals only with men in search of employment, whether pensioners or others who are of "good" character alone. There is one other, a most excellent society, which I would be failing in my duty did I not bring it forward for honourable mention, that assists men of all characters, including even men below "good"; and, although it is called the Church of England Men's Help Society, no sectarian need run away with the idea that it is either selfish or bigoted in its application, for the discharged soldiers' department in connection with it embraces soldiers of all creeds and all denominations. The idea of its philanthropic founders was that a branch should be started in every parish throughout England, and, I believe, it has now by the last return published 433 branches. The discharged soldiers' department in connection with this society was suggested by General Geary, who was the first chairman. Mrs. Pappillon, of Crowhurst Park, Battle, Sussex, is the honorary secretary, and the general secretary Miss Lina Nevill, Church House, Dean's Yard, Westminster, W., who, no doubt, will readily give all particulars required to anyone desiring to help this helpful institution. To explain the aim and policy of this society, a few of its rules as enjoined in the prospectus will tell more fully the nature of the beneficial work it undertakes than any words of mine:—"See the man's discharge certificate and character thereon. Remember that those of 'bad' or 'indifferent' character are to be helped as well as those of 'good' character. Ascertain what the man's wishes are as regards employment, and then advise him as to the best mode of action. Find out where he is living, and, if married, visit his family. If he belongs to the Church of England, take the necessary steps to bring him into communication with the clergyman of the parish, and any parochial institutions which will be of benefit to him. If he belongs to some other church or congregation, endeavour to persuade him to call upon the priest or minister. In no case make any effort to induce him to change his religious denomination. Remember that

although helpers belong to the Church of England, men of all denominations are to be helped by them, irrespective of creed."

I have now so far stated my case, as I have touched on the large number of men for whom employment has to be provided and the drawbacks against which these have at present to contend, in the shape of the want of practical education, the unsympathetic attitude hitherto of Government departments towards them, and the disinclination of private employers to some extent to take discharged soldiers at a fair wage. I have also detailed the various steps which have been taken from time to time in respect to Select Committees—Colonel Brookfield's being the latest—to ameliorate this condition of things. I have likewise mentioned the various agencies and philanthropic institutions that have been working, some for nearly half a century, towards the same end. I will, therefore, now proceed to state fully what I propose shall be done to establish once for all a system by which a better class of men, so far as the Army is concerned, may be obtained henceforth, to serve with the colours for whatever term of service may be thought suitable by the State, and that these men, when honourably discharged on the expiration of the period for which they enlisted, along with their comrades of the sister Service, may not have the slightest difficulty in sliding by an easy transition from the profession of arms into civil employ.

I want to show that, instead of, as now, service in the ranks and indeed the fact of wearing Her Majesty's uniform at all, as really seems to be the case, being a detriment to any man getting work when he puts on civilian dress, the knowledge that a man has served the Queen should in the future be an actual guarantee of his being steady, industrious, and more especially expert; so that, where now employers of labour as a rule fight shy of an ex-Service man they will under the altered condition of things, which I hope to see brought about, be eager to employ him in preference to those civilian competitors of his who now outstrip him in the struggle to earn a living, because these will then be classed below him from not having gone through a like experience of discipline and practical training.

The first disadvantage under which the ex-soldier labours now—and great stress must be laid on this—is that even when contrasted with the Bluejacket of the sister Service, it is believed the Service character is unreliable. Everyone with any experience of the Army knows that the importance of a correct award of character is hardly sufficiently appreciated. Attention has been called to this in Colonel Brookfield's Committee's report. In some cases this character is awarded by officers at the *Dépôt*, whose only knowledge of the antecedents of the man to whom they give the character may be derived from documentary evidence. In the Army there is only one parchment certificate, this being completed as the man is about to be discharged, when his character is filled in.

Contrast this with the system current in the Navy and Marines.

The parchment certificate of the Bluejacket or Marine furnishes at a glance, even to a civilian unacquainted with the rules and regulations of the Service, the history of a man's whole Service life, tracing his career from ship

to ship, and in the case of a Marine from barrack to ship, or the contrary; while it shows his character at every stage of his career afloat and ashore, not *en bloc* at the end of his service, but from year to year while he has been in it. This character too, mind, is not like that of the soldier bestowed on him by someone who, maybe, never saw him before, but is vouched for by responsible officers who only speak of the man as they have found him, and known him of their own actual, individual knowledge. This "character" of the Bluejacket and the Marine, therefore, is really one that can be relied on. We see with ordinary domestic servants what trouble is taken to obtain an accurate character of them when seeking a situation, and how much weight is given to the recommendation of an employer who is known never to give any but an honest and conscientious character to the servant leaving for another situation. In this case, should the character be a good one, the domestic has never long to wait for a fresh place. If, on the contrary, an employer is known to be careless or lax in giving characters the servant leaving will not readily find a fresh situation; while if such should get a place the servant will be always on trial, or looked on with suspicion for some time.

This, to my mind, is a parallel of what occurs in the case of the ex-Army man. From a mistaken kindness, or possibly through inadvertence or ignorance, "a shady man" who hangs on until he completes his term of engagement is awarded, say, a "very good" character. On the strength of this he obtains employment in civil life. For a time, perhaps, he comports himself fairly well. Then, all at once, he breaks out. Our "very good" man grossly commits himself and loses his situation. How under these circumstances, can we expect an employer who has been so misled by an official document, on which, being official, he relied, to have confidence again in Army characters, or ever give another ex-soldier a trial? Thus the really good soldier suffers.

And yet, all of us know that this is what happens but too frequently. I, for one, can answer for it of my own knowledge.

In my opinion the system of awarding Army characters is wrong, and the sooner it is altered the better for the Service, the better for the men. I strongly advocate an adoption of the naval system, with which, of course, is included that of the Royal Marines. I know it is a sound system, and one which it would be difficult to improve upon; for, not only do the officers of the Naval Service take of their own will such a personal interest in their men as to be most particular in the awards they give, but the Admiralty is very stringent in the injunctions given in this respect—the commanding officer whose duty it is to award the man's character having to follow the official instructions to the letter. Indeed, the rules and regulations are so systematic and searching, that the Naval or Marine commanding officer has little or no option in the matter, the only liberty he may be said to have being that he need not, should he have any scruples on the point, award the highest character (which, by the way, in the Navy and Marines is "very good"), unless the officer is quite certain and satisfied in his own mind that the

man really deserves such a character in all respects, no matter what defaulter sheets and conduct sheets may show to support the highest award. The officer, however, can only do this in exceptional cases, and he is not allowed to make it a rule. There is nothing that the Admiralty are so jealous of as the careful award of characters, and carelessness in this direction is likely to mar an officer's career. Formerly, the character "exemplary" was an award in use in the Navy and Marines; but, since 1884, it has been discontinued, and, as I have said, "very good" has been the highest award. In the Army, however, "exemplary" is still authorised; when the revision of the system is made, as it must be, it would be as well to assimilate the awards in both Services, and so make it easier for employers to understand the characters produced by the ex-Service man when seeking situations. The awards current in the Navy and Marines are "very good," "good," "fair," "indifferent," and "bad." The latter, however, is only given when the man is discharged for misconduct; and in order that there can be no doubt in such a case, the corner of the discharge certificate is cut off. When a man is found to be bad he is discharged.

The parchment certificate in the Navy and Marines contains the man's Service history up to the time he is transferred, *with his conduct up to the previous 31st December*; and this certificate, invariably accompanied with a *conduct sheet*, is sent with the man's other papers on his transfer; no matter how frequently a man may be transferred, one conduct sheet is sufficient until the following 31st December, when it lapses, and a fresh one has to be filled up. This conduct sheet is a guide to the commanding officer under whom the man is serving on 31st December, in case he has been transferred during the year. The parchment certificate is never given to the man until a month or two after he is finally discharged, when it is forwarded to him from the Admiralty. Immediately on discharge, as a protection, he is given a discharge certificate as in the Army, on which is shown his general character, and he need only show this to any would-be employer.

I submit that what is done in the Navy and Marines could readily be followed by the Army with the very best results. Such results, indeed, that in a very short time there would be no question as to the reliability of Army characters. They would soon come to be known and recognised by employers as trustworthy documents—more than is said for them at present.

The question of character and general habits of the men leads up at once to the point I have been keeping steadily in view from the commencement of this paper—the sore spot *par excellence* in our system of Army organisation, which, really, is the cause of our discharged soldiers not obtaining employment so readily as they should when they cease serving with the colours.

This is, emphatically, the wrong way in which we set about enlisting recruits in the first instance.

Instead of taking any of the residuum of the population we must keep such out, and look to obtain men of a high moral stamp in our

national Army, as is now done in the case of the Royal Engineers, and certain other corps, young fellows who can step from the forge or workshop to the ranks, and who, after serving their allotted period, would return with intelligence heightened, frames matured, and principles established for good to their former calling—all the better citizens and workmen, from having handled the rifle or sabre for the time, and having had the advantage of the discipline and training they will have necessarily been subjected to.

This successful recruiting is the real crux of the employment problem. I have shown by statistics and illustrations, which cannot be gainsaid, how very little better recruiting is now than it was eleven years ago. In this interval the more or less *avoidable waste* of recruits has cost the country not much less than three millions sterling! And it must not be forgotten, too, that the evil influence on the morals of the Army arising from the contamination of an inferior class of men cannot be calculated at the money value.

I venture to speak with some confidence on this very important point of recruiting; for, while holding the appointment of Admiralty Recruiting Officer in London, from 1880 to 1885, I had the opportunity of studying the systems in vogue in the Navy, Army, and Marines. During this time, in 1881, the naval recruiting system was entirely re-organised. The new system was soon recognised, I may add, to be a success; and it has worked so satisfactorily since that there has not been any material change since it was introduced fifteen years ago.

The principle upon which the naval system is founded is simple in the extreme, viz. :—*to keep undesirable characters out*—and, as far as possible, to take boys and men from respectable working-class families.

When drawing up these conditions, it was considered that respectable families had the first claim on the country. It is now esteemed an advantage by lads of good character to join the Navy and Marines, and there is no lack of candidates, although neither boys nor men are ever taken from tainted institutions, while in all cases the strictest investigation is made into the antecedents of the applicants.

It is desirable, in considering this employment question, for us to go back to first principles.

What is the fundamental idea underlying the whole question?

I again repeat, is it not that we should have the *right man* to offer to an employer?

As regards the Army, have we the right man; and if we have not, what is to be done to provide him?

Those were the points I specially brought forward at the commencement of this paper.

It goes without saying that a Navy and an Army are essential for the safety of the country; and, probably, until the day comes when the lion lies down with the lamb, these national forces must be kept up. As a rule, the “classes” furnish the officers and the “masses” the rank and file, so to speak. The officer class is popular and for it we get the flower of the country; what do we get as rank and file?

Certainly, so far as the Army is concerned, we get a good many weeds; and, although we pull out a large percentage of these very soon after enlistment, as I have shown, this is done at a large cost to the State. We cultivate a considerable number of these weeds at the cost of even a still larger expenditure of public money and to the even greater detriment of the Service.

To drop the metaphor, it may be urged that in recruiting we must take what we can get, and that many who enlist have possibilities for good in them which discipline and training will tend to bring to the front; but, when you come to analyse this argument, you will find that it is only the right class of men, those, indeed, who should have been picked out in the first instance who ever take advantage of such possibilities, and turn out worth much.

Our first object, of course, is to get a fighting machine, and the instincts of the race ensure us this, be the recruits good or bad in a moral point of view, the pugnacity and bull-dog courage of John Bull being proverbial; but, I ask, Would not the men with respectable antecedents be more to be depended on in action and more likely to be available when wanted, than the mere plucky scamp who would fight, no doubt, on a pinch, but whose steadiness in manœuvring and patience under the discipline necessary during protracted operations in the field might, and would, probably, not be conspicuous?

The vital point I wish to press upon your attention is, that the selection of recruits for the ranks should be as careful as that held essential for those bearing commissions; and, as our officers represent the flower of the youth of our country, the private soldier should equally represent the pith and marrow of the community, and the working classes take as much pride in the fact of their sons serving the Queen and wearing her uniform as the parents of the Woolwich or Sandhurst cadet.

To achieve this end, we must first increase, so far as in us lies, the popularity of military service in the rank.

To my mind, to popularise the Service, you must make the private, the trooper, the gunner, as individuals, more self-respecting.

To do this I would, after bearing in mind our cardinal point of selection in the first instance, divide the rank and file into two, or even three classes, as the boys and Bluejackets of the Navy are divided into first-class and second-class boy and able-bodied and ordinary seaman.

Following these lines, the "second-class recruit," as the young soldier would be styled on joining, who should show greater intelligence and master his initial drills more speedily, would the sooner become a "first-class recruit"; and, subsequently, when he was fairly launched in his regiment, he would commence his real military career as a "second-class private," gradually working up the scale as his ability and proficiency might grow, until he arrived at the status of "first-class private."

None but a thoroughly capable soldier, and one who was strictly sober and steady, should be permitted to belong to this class, on gaining which he should then be given extra pay as well as granted a distinction

in his uniform, though no one should be advanced to the class if he had not served in the ranks for, say, three years; while—and this is a material consideration—I would especially point out, if a man should not have gained the position of first-class private, say, within four years of his enlistment, he should be discharged out of the Service *without any deferred pay*.

I would also suggest the rule, that no man should be eligible for a Government appointment in the Civil Service, or allowed to be put on any of the registers of the Employment Societies, unless he was a first-class man before discharge.

The good-conduct regulations, to the untrustworthy character of which I have specially drawn your attention, should likewise be most carefully revised. There appears to be little confidence felt that badges are a criterion of character.

To make the soldier's lot a happier one, too, when serving with the colours, a large proportion of first-class men should be allowed to marry—say after five years' service, on the condition that the Government will not be responsible for moving their wives and families when the regiment gets the route or to provide quarters. Naturally, the strictest inquiries should be made into the antecedents of the partners they might select. In well-paid branches of the Service it is well known, although of course unofficially, that numbers of the non-commissioned officers and men are married without leave, and much heartburning is caused by the narrowness of the official limit—four per cent. of the rank and file. Such men hail the day when they complete their time. As a set-off to this, I may mention *per contra* that sixteen per cent. of the non-commissioned officers and men of the Royal Marines serving at Headquarters are allowed to marry, in consequence of which marriage without leave is a very rare occurrence. To allow of this being done, as there are only a few married people's quarters available, lodging money is granted, according to a certain specified scale, after the limited quarters available are filled up. Separation allowance is only granted in very exceptional instances.

As the case at present stands, only *four per cent.* of the rank and file of the Army are allowed to marry, against sixteen per cent. permitted in the corps of Royal Marines—in the Navy the men are free agents in the matter, the wives and families being only recognised in case of a disaster. The narrowness of the Army limit is a serious hindrance, I believe, in getting many likely young fellows to join the colours; and, I think, with a system of short service and which gives us such a splendid Reserve, additional facilities for the soldier to marry would be productive of the best results; for, in addition to other advantages which I need not touch on here, a wife knowing that her husband would soon return to civil life, and have to earn something for a living for herself and children, would urge him naturally to do something when in the ranks, and take advantage of those suggestions in the way of practical education to which I have alluded as now being brought within his reach, so as to fit himself for employment when the time came for his leaving the Army, so that he and

those dear to him might not be thrown actually upon the world without resources.

It has been suggested to me by an ex-commanding officer that it would be a politic measure to allow exchanges between men serving with the colours and Reservists, much latitude being given to the commanding officers to allow or to refuse applications. Many instances where this would be a convenience on all sides will occur to my audience, marriage being one.

I come to another point where the Service might not only be rendered more attractive to the young soldier, but which would also serve as a large recruiting advertisement throughout the country.

Leave should be granted liberally, when men can be spared. This should be done especially in the case of recruits, who should be allowed to go home, where they are not too far away from their native place, from Saturday to Monday; for a contented well-treated young recruit cannot help serving the cause of recruiting in his native village, where his presence will be an object lesson to others.

Let his leave, however, depend on his having saved something to pay his way; and here I wish to take this opportunity of begging the authorities to again allow men going on short leave to have the benefit of the single fare rate, which boon for short and long leave alike was generously extended to them by the railway companies at the instance of Sir Evelyn Wood, and was enjoyed by the men for a considerable time with the best results, and without any detriment of any serious import to the Service. It was doing very much good, in my opinion, and would have done more, had it not been that in 1894, owing to the want of ordinary care in the granting of permits for these tickets, it was found that some dishonest men, who had obtained them under false pretences, purchased tickets and then had sold them to civilians. Instead of making the regulations as to the issue of these permits more stringent, so that the discovery and punishment of any like attempts at the fraudulent disposal of the tickets to those not entitled to use them might have been rendered a comparatively easy task, the authorities withdrew the privilege, except in the cases of furlough. I may add that this step was not taken at the action of the railway companies, who, I have ascertained, had no wish whatever to limit their concession. Indeed, I have learnt that the companies were only too pleased at the additional traffic they derived from this source to have done anything to withdraw the concession; and, I think, if the matter were properly represented at Head Quarters this privilege would be restored.¹

I now go on to furlough. I said before I would not have a man to be a burden on his friends, even while going home on short leave from the Saturday to the Monday, but that he should have been provident enough before being granted that leave to have saved something to have in his pocket to spend.

¹ From what I learn since reading this paper, there appears to be a want of uniformity in granting permits for single fare: some regiments give them for furlough only, while others grant them for short leave as well!

This, it is all the more important should be the case when he goes on furlough or extended leave. According to the present system of furlough advance, which exists to-day on the same basis that it obtained on its original institution in the remote past, a man is paid on being granted furlough about two-thirds of his pay in advance. What happens can be readily imagined. The man who for months past has been spending his money as he receives it in the canteen or elsewhere, and living from hand to mouth as it were, so that he has never had more than a shilling or two at any one time, all at once finds himself with a sovereign or thirty shillings. This is so vast a sum to his unaccustomed vision that he feels himself a millionaire and in the possession of boundless wealth. What does he do? He is naturally good-hearted, and proceeds instantly to treat not only all his friends, who suddenly become numerous enough when they know Tommy has got cash, but he will thrust his hospitable intentions even on strangers; and when he reaches home, he has nothing left for his relations, who probably can ill-afford to keep him.

To remedy this, I suggest, let the man be paid weekly, *after he reaches home*, whether in advance or on account of arrears of pay, by a postal order payable at the nearest post office to the man's home.

The Post Office, which says in answer to our inquiries that it is "so glad to assist the Army!" will, I have no doubt, throw no difficulties in the way of this arrangement, while the cost of the orders, should they be charged for by the friendly Post Office, will ultimately be no loss to the public funds, for it will be simply one public department paying over so much money to another. These improvements will probably require some trouble and time to effect; but this should not be taken into account; extra clerical work in the regiment or corps would cost something, but one desertion alone saved would cover any small allowance which might be necessary for the increased work.

If a man is thus allowed to return home at frequent intervals he will keep touch with his own kin and friends, and be able the more readily when discharged to obtain employment in his native place; while if, in addition, he shall have learnt some useful industry during the time he has been soldiering, his ability will be known and his chances of employment doubled, and when, too, he gives up the service of arms for civil life he will retain even more than a friendly regard for his old regiment and be its best recruiting agent in the neighbourhood, every one who knows him—and all know him there—knowing also that he is a witness in person to the truth of all he says and all that others may plead on behalf of a military life, and the benefits to be derived by a young fellow joining the Service and serving in the ranks for a while. I also strongly recommend giving a substantial bringing-money to any soldier who obtains a recruit; the money to be paid when the recruit is finally approved.

Before concluding this paper, which I regret has run to a greater length than I intended, I would draw your attention to the fact in connection with this vital question of recruiting, that only secondary to the selection of the best sort of recruits in the original instance—without which all future labour and time and money expended on his behalf, is,

in many cases, absolutely thrown away—is his subsequent training after enlistment.

By getting young fellows of a good stamp you certainly reduce the waste, but can you make them good soldiers without proper training. A good system, conscientiously administered, is what is wanted; but I leave Army officers to answer as to how far this is met by the existing state of things.

The better to illustrate what I wish to say, I will tell you what we do in the Marines, in which Service the training is, I believe, considered a sound one.

A recruit, after joining, remains at the *depôt* for six months, under a staff of carefully-selected officers and non-commissioned officers, the instructors receiving extra pay, while the *depôt* is considered a certain avenue for promotion by all who have the good luck to be attached to it.

The training is constantly under the personal supervision of officers, and the barracks are never left without an officer.

A recruit is continually looked after from the moment of his being finally approved, and his interest studied in every way, those having charge of his training not relegating their duties to subordinates.

For the first six months he is under the same carefully-selected officers and non-commissioned officers, his wants and requirements looked after, his food thoughtfully considered, and his play not left out of sight, as well as his work; so that, by the end of this *depôt* time, his habits are so formed, and his inclinations so regarded, that he has little or no wish to leave the Service, either by desertion or purchasing his discharge. On the contrary, he considers himself a part and parcel of the corps; and, in being contented himself, he enjoins and induces others to join it through the good name which he gives it!

Contrast this with the system adopted in the Army.

Where the Marine recruit spends *six* months at the *depôt*, the linesman spends but *two*; ¹ and this after between two and three millions of money has been spent on Army *depôt* establishments for infantry alone, in order to carry out the territorial system of training recruits in the county or district in which they were raised!

If a *depôt* training is required at all, is six months necessary in the case of Marines, and two sufficient for infantry of the line?

Both have to be licked into shape; and I don't think, judging from my own experience on board ship and in barracks, that the Marine is any duller than the linesman, yet no time is wasted, and it is all wanted. His training at the *depôt* is infantry work only, on joining head-quarters he has a thorough training in naval gun drill, and it is this which adds much to his value and still further sharpens his wits.

Again, from what I have seen in the regimental *depôts* of the Army, the recruits are not only not kept a sufficient period at the *depôt* under training, but their training is too much left to non-commissioned officers.

It is on the handling of recruits in the earlier part of their service that their whole future depends. Then it is that their habits are formed,

¹ I am informed that the period is *three months*.

whether for good or ill, for the evil propensities which the recruit acquires from bad example and otherwise, immediately after joining, can rarely be irradiated during his years of service, while if he learns what is good it sticks to him in a like degree.

In addition, too, to a better system of training in the Army under a more personal supervision of officers and more carefully-selected non-commissioned officers than those who now have charge of that duty, an improvement and addition might be effected in the rations with great advantage, such as has been repeatedly recommended by all the principal medical officers of the Army in their lectures before this Institution, as well as before the Aldershot society and elsewhere. Much has been done in this direction already, but something is still required.

Instead of the men being allowed to go out in the morning to drill on an empty stomach, a stay should be given them for the first thing after the reveille, whether in the form of coffee or cocoa, though, for my own part I strongly recommend the latter—provided, that is, the War Office can get the Admiralty to manufacture it for them, not unless. If the cocoa or rather chocolate is purchased from naval stores, the ration would cost about $\frac{1}{4}$ d. per man.

I would also recommend that cheese and bacon should be likewise added to the present rations.

Again, an excellent soup can be made from the coarser parts of meat, which with vegetables added, if properly prepared, is very appetising. It can be sold at the cost of 1d. per pint. The men within my own experience find this a great boon. Stewed bones are, no doubt, excellent, as far as they go.

One important point on which I should like to lay stress is, that the rations to men on guard and others should be *served hot*, and the more the men are encouraged to cook for themselves, after proper instruction, the better.

It is a scandal that, with excellent flour so cheap, the ration bread should not be of a better quality.

I have dwelt so far at length on the drawbacks with which the discharged soldier has to contend in his search for employment, that I may appear to have forgotten the claims of his comrades of the sister Service, the Bluejacket and Marine.

This is not so. I have them very much in my mind.

The men of the Navy, however, stand on a different footing, not only as regards the percentage of them seeking for work every year, which is considerably less, as, roughly speaking, only some 2,000 Bluejackets and 600 Marines come under this heading, as against the 18,000 odd of Army men who require civil billets; but, also, these men of the Navy are, so to speak, skilled and technically educated, whereas many of the others are not.

The majority of men leaving active work in the Navy and Marines are all well-preserved men, in the prime of life. Most are under forty years of age, and many are pensioners. But, although the Bluejackets and Marines have these points in their favour in contra-distinction to the

Army man, still the agencies and institutions I have previously particularised, such as the Army and Navy Pensioners' Employment Society, the Corps of Commissionaires, and the National Association for the Employment of Reserve Soldiers, either do not interest themselves on their behalf, or, for some reason they are not popular with the men of the Navy. In the last reports to hand of these societies, I find that the first-named state that they found employment for 100 Bluejackets, and 52 Marines, against 1,800 Army men provided for; while the National Association in their turn found situations, 1894-95, for 12 Bluejackets and 51 Marines, against a total of 4,057 discharged Soldiers for whom they got billets. The Corps of Commissionaires as before stated, find employment for 125 Bluejackets and 100 Marines.¹

In connection with this fact, I might suggest that as, according to the statement of Mr. St. John Brodrick in the House the other day, in accepting on the part of the Government the amendment to Mr. Arnold-Forster's motion, instructions are to be given to the War Office to institute an "Army Bureau" for the registration of discharged soldiers seeking employment, the Admiralty should be pressed to form a "Naval Bureau" on the same lines.²

The Naval Bureau would in no way be antagonistic to the Army Bureau. Both would work together and assist each other cordially, as the employment societies now do, for a common end.

Bluejackets, through the complicated machinery of a modern ship-of-war pick up many things beyond the range of their own especial calling, many enter as in the Royal Engineers as skilled mechanics, and many become so during their service.

The public are ignorant of the skilled men who are pensioned from the Navy, otherwise they would be more sought after. Besides the ordinary artisan trades, as carpenters, blacksmiths, armourers, etc., both the engine-room staff, the seamen-gunners, and torpedo men are excellent electricians. In two instances, I know the electrical works of two large towns are entirely worked by retired naval men, a Royal Naval Engineer being at the head in each.

The writer class are excellent accountants, consequently neither they nor the Marine skilled clerks would need much aid from us, both being in a way sought after, were it not that some employers want to get their services for nothing if they can.

Having referred so frequently to the Marines, I can only say, as regards their qualifications for employment in civil life. that, when once an employer has experience of them, he is, as a rule, only too anxious to

¹ Since this paper was read, a Society of ex-Naval Lieutenants, called the Castaways, have established a registry for discharged Bluejackets and Marines at Craig's Court, London, S.W.; and the Royal Sailors' Home, Devonport, have followed the example for Bluejackets and Marines.

² I understand that the Admiralty have also established an employment registry for Pensioners from the Navy and Marines. All men are permitted to make application to be placed on the list on discharge to pension, or at any time within six months prior to discharge.

obtain men from this corps; their self-reliance and handiness have only to be known to be appreciated.

This brings me to a very important point applying to all branches of the Service:—Why should some employers insist on thinking that a skilled man should only be entitled to a wage, say, of fifteen shillings per week, simply because he happens to be in receipt of a pension? This, really, is a private matter with which the employer, whether he be the State or a private individual, has no right whatever to deal. When an employer, Government office, contractor, or firm, takes on a civilian, no enquiry is made of the man, so long as he is adapted for the work required, as to whether he has saved up any private money of his own, or has any other means beyond what he gets from his wages as an artisan. Why, therefore, should the question of a Service man's pension, or any Government allowance he may have, be taken into consideration by any employers when estimating his wages? The men of the Service in receipt of pensions have given the best years of their life, and probably a much harder amount of work than many so-called working men to win them; and it is nothing less than gross unfairness that the legitimate fruits of their own labour should handicap them in the struggle for life. Beyond this, the very fact of pensioners being forced to take a lower wage than the market rate prejudices the various trades unions of the country against them, making it more difficult still for them to find employment. A civilian is not questioned as to what amount he has in Post Office Savings Bank or what houses he may own when he seeks employment. Why then should the Service man's pension or the Reservist's pay be considered? It should only be a question how far the man is capable of performing his work.

Before leaving this point, I would tentatively suggest, in reference to pensions, that where men pass into the Reserve after short service, or who are discharged to pension, *half the years they have served with the colours should count, in the case of their going into civil employment under Government, for pension.* In the case of a pensioner, he might be given less pay for his duties, *providing that, ultimately, his pension should be increased on final discharge,* this increase to be based on the regulations which govern Civil Service pensions. I venture to think that this plan would work no injustice to the man, while it would be a positive gain to the State. There would then be *continuity of service*; and it should be so arranged that, on a man who already earned a Service pension giving reasonable notice, he might at any time claim discharge, and receive any additional pension which he might have earned. I may mention that I have discussed this question with one of the cleverest of permanent civil officials, who gave it his hearty approval; indeed, the same idea I found had occurred to both of us independently. I am certain that once it were considered that this continuity of service should be recognised in all cases where men have served honourably in the Navy, Army, and Marines, and completed faithfully the terms for which they originally engaged, and pensions given to short-service men who might subsequently serve the Government in civil employ, instead of pensions being as now only limited to men who have

actively served for lengthened periods, the inducements for the best class of men to join would be considerably enhanced. This advantage would soon be known in the country at large, and would, without doubt, add to the popularity of the Service; and, in the allocation of all vacant Government billets, I would most strongly urge that the claim of ex-Service men should be preferentially considered, other things being equal, before civilians. Think what time these men have lost from civil life during the period they have been on Service, some three years maybe; some seven years, in the case of the Reservist; some twelve or twenty-one years, as in the case of the pensioners. These men have risked their lives and a large number crippled their health in the variety of climates and contingencies in which they have upheld the credit and honour of the British Flag, in peace and maybe in war. They return to civil life, supposing they live to return to it, handicapped at first by their civilian competitors, who have been working continuously all the time at their trade or several businesses without interruption—secure in their homes through the protection afforded them by the Bluejacket, Soldier, and Marine, who have been acting as international police for their benefit and security; or, maybe, have conquered lands abroad for the expansion of English commerce, and thus caused a demand for those manufactures and goods which the stay-at-homes have been engaged in making!

In addition to recognising continuity of service under Government for short-service men, so as to qualify them for pensions, I would advocate that pensioners should also be allowed special opportunities for emigrating to the principal British Colonies, where, being all men trained to arms, they will form the *nucleus* of a vast Colonial Army, and in time a Colonial Navy, which should, with our increased fleets, so strengthen our forces on land and sea that England shall in future stand on her own resources, as she has nobly done in the past, when it should be recollected that she had fewer Colonies to defend, and a trade of not one tithe of its present proportion. I would suggest that a pensioner should, under stringent regulations, be allowed to commute such a portion of his pension as would enable him to go out and settle in a British Colony.

But, time presses; and, in concluding this paper, which, in order to make exhaustive, I am afraid I have protracted to a most unconscionable length, I would urge the points I have more especially touched upon for your careful consideration. These are:—

20,000 men leave the service of the Navy and Army every year, reverting to civil life.

For these 20,000 men, therefore, at least for such of them as may require employment to keep the wolf from the door, work must be found suited to their abilities.

The associations at present existing to this end are doing much; but much remains for them still to do. They are yearly gaining ground, and year by year it is to be hoped that the material with which they have to deal will improve; civil employers of labour must support them and they can now depend on the Government to show a good example.

I have explained to the best of my ability the causes which, to my mind, prevent ex-Service men obtaining employment readily.

I have suggested remedies which, I think, will tend to produce a different state of things.

The problem I leave now in your hands, hoping earnestly that the day will come when the man who has once worn the Queen's uniform will, like the veterans of Cromwell's army, never be seen a loafer in our streets, or seeking work in vain !

Major C. B. MAYNE, R.E. : General Moody asked if some Engineer officer would explain how it was that we did not employ as many retired men as apparently we might do on our works. Of course, there are various opinions in the Corps of Royal Engineers as to the best way of executing works ; but for my part, I am one of those who urge that we should carry out our Engineer services without the intervention of contractors, and thus engage our own labour, in which case we could employ large numbers of Reservists and retired men. The question was forced upon me by my being made local secretary at Chatham of our benevolent funds there. Men came to me almost daily asking for work. At first the civilian triennial contractor, who was at Chatham when I first arrived there, very readily employed ex-Service men, but under the conditions mentioned by General Moody of cutting down their pay according to their pensions. On his giving up the triennial contract another man took it up, and when I tried to get the men work with this new contractor, he said, " Send the men to my foreman." I would then send them to him, and each man would come back and say, " I am not a Unionist, and therefore they will not employ me." That was the answer that has been brought back to me time and again. The question is often discussed among us, whether we should not do our own work, employ our own men, and get our own material, as we have done, and are doing, in many of the Colonies. Many of us believe we should, but the present system is the contract system, and so we are tied to it, and we are bound to let the contractor get his own men. However, in every contract there is a clause allowing C.R.E.'s to employ a certain number of men directly, because in every large work there are a lot of little details which crop up, and the district officers like to have somebody that they can send to execute them, without having to go to the contractor every time ; and thus in every contract there is a clause limiting the number of civilian workmen so as not to interfere with the contractor. At the same time, it is said that the War Department may also employ for any description of work any number of men in the pay of the Crown, including military pensioners, Army Service men, or discharged soldiers. Unfortunately, from our present system of contract work, we are not able to take much advantage of that. We call that " day labour " ; if we adopt the day-labour system it means having a collection of Government stores apart from those of the contractors, and that means that more of the very limited time of the military foreman of works is encroached on. Instead of being on the works, seeing that the contractor is fulfilling his contract, he has to come back to issue stores and attend to the execution of the different details. There is therefore great difficulty in carrying out the day-labour system side by side with contract work. The result is, we are compelled to use the contract system only, because, from the difficulty which the military foremen of works have to contend against, it is almost impossible to use the day-labour system while employing contractors at the same time. We do employ a certain number, as far as we consistently can without throwing a vast amount of extra work on our military foreman of the works. Of course many of us would like to see a change, but it is not for us junior officers to decide these questions, while the system in possession always has a great advantage. The day-labour system also would cause great changes in the corps, especially in the civilian branch of quantity surveyors, and there would be a good

deal of resistance to those changes being made. We are the only branch of the Service that retains civilians—every other branch, since the Crimean war, has got rid of them. I am not saying they are not worthy and capable men, but I mean to say that the whole principle of doing Army work by Army men has not been applied to us as it has been in every other administrative branch of the Service.¹ One great objection raised to the day-labour system is what the labour unions would have to say. To show the influence of labour unions, I may say that in my particular company the boys enlisted for buglers were the sons of old sappers, and were placed in that particular company to be trained as blacksmiths' boys. After I left the company I heard that this had been discontinued, and that the boys were receiving no technical training at all. I asked the reason why, and I can only give you the answer that was given to me. How far it is true I cannot say. I was told that the Blacksmiths' Union had interfered, saying that training these boys to be blacksmiths was interfering with their own apprenticeships and the monetary gain they got from it. Pressure was brought to bear, and orders came down that our boys were not to be trained as blacksmiths, so that these particular boys are growing up without any technical training whatever; consequently they will subsequently be enlisted as ordinary labourers, and will get very much smaller pay than the other trained men. In the other companies this has not taken place, but it shows what difficulties we often have to contend with. To me it often seems that the greatest cause of desertion is that so many men enlist into the Army from temporary causes. They get into trouble in various ways and enlist, and it is those men who, I fancy, when the cause of trouble has passed away, want to get back to their old life. By the changes that have been made in the last few years the Army has been made more of a home to the men than formerly. We see the increased comfort they have received in their barracks. A discussion has taken place in our corps papers in which some have advocated a system of giving a cubicle to each man by which he would have more privacy in the barrack room. I have had many conversations with some of my men on the question of marriages without leave. Some of our best men get married simply to get out of the barrack-room life. I asked my pay corporal, a very able man, why he married without leave. He said that the barrack-room life was not one that he was accustomed to, and he simply married to get out of it. He had been accustomed to a better condition of life, and it was unpleasant to him. That was the sole thing that drove him to marriage without leave. The men now have regimental institutes and various privileges; they have also privileges as to railway fares. At Chatham a man in uniform gets his fare to London and back at a single rate, and these things have all tended to make the Army a great deal more popular. At the same time it would be a tremendous boon if we could only make the Army Service a guarantee for provision for life for deserving men. At Chatham, where there is a large dockyard, this principle is very largely acted on for naval men; large numbers of ex-sailors find permanent work in the dockyard, and, I believe, the naval authorities do not deduct anything from their pay on account of their having a pension. Technical education for the Army is a capital idea put forward by General Moody. My friend Colonel Rideout, who takes an intense interest at Chatham in all the retired soldiers there, and who is chairman of our District Council there, has the Technical Institute under his control, and he can tell us more about the use made of it by the naval and military men stationed there. My

¹ This retention of civilian quantity surveyors does not imply that we cannot find men in the corps capable of doing their work. Nearly all the seniors of the present War Office quantity surveyors began their career as civilian foremen of works and civilian clerk of works; and if they are able to satisfactorily execute their quantity surveying work, then our military foremen of works (who at present do a very large amount of quantity surveying) can also do the work required for the R.E. services; while it would provide for them increased chances of promotion, which is much to be desired for many reasons.—C. B. M.

own experience is, that I have seen the Engineers and men of the Naval Service go to the Technical Institute for instruction. Regimental workshops I think might be more pushed in the future. I do not know the difficulties surrounding them in ordinary regiments. Then I think inducements might be given to the men who do take an interest in technical institutes and who are trying to become skilled mechanics while in the Army. They should, in consideration of doing this, receive some extra remuneration on attaining a certain standard of proficiency at whatever trade they are learning, and should receive work afterwards under the Royal Engineers in the various places at which they are stationed. In the instance referred to, at Belfast, we are bound by the contract system, and it is almost impossible to employ the day-labour system side by side with the contract system for reasons which I can explain.

The CHAIRMAN: I should like to ask one thing with regard to this question of not giving pensioners and other soldiers as much as the civilians. I thought it was a stipulation in the resolution of the House of Commons the other day that soldiers were not to be paid less than anybody else?

Major MAYNE: But what if the contractors will not employ them? Though the House of Commons can pass any resolution affecting the departments of the State, yet this does not bind any civil employer of labour until the conditions are inserted in the terms of contract. But even then this does not secure the employment of ex-soldiers.

Admiral F. A. CLOSE: I wish to advise the meeting how we can individually assist the cause which the lecturer has so ably brought before us. There is an institution called the Army and Navy Labour Corps, 62, Whitcombe Street, Leicester Square, who will clean your windows and do any painting, carpentering, and general house cleaning for one-third less cost than any builders, and all their work is first class—mainly, I believe, that of the mechanics late of the R.N. and R.E. As to the general "Employment of Retired Bluejackets, Soldiers, and Marines," why cannot the Police Force be utilised for the purpose? There are 50,000 police in the country; would they be any the less efficient because they knew how to use a rifle? Should we not be the laughing-stock of the world if, in case of invasion, we were beaten, with 50,000 stalwart police looking on, who, if properly trained, might turn the tide of battle? The Police would make an admirable reserve for the Navy and Army—a want that is seriously felt by naval officers, as we have no Volunteer Force to fall back upon; and if we had ten or twenty thousand Bluejackets and Marines serving in the Police we should have a reliable Naval Reserve, which now exists only on paper. Special constables could take their place in case of war. I know we have to fear bread riots on the outbreak of war, but the unarmed Police are useless to quell such riots; therefore I say, Teach them how to use a rifle, as all foreign nations do. To make the Army more popular, permit me as an outsider to point out with a feeling of shame that the red coat of our soldiers is looked upon as a bar to their entrance at many places of entertainment; therefore I would suggest a plain clothes dress (all of one pattern) which could always be taken from them in case of misconduct. Such a privilege would, I think, obtain a better class of men for the Army, which is the lecturer's object, and I cannot see why it should be more objectionable for a well-behaved private (after a year's probation) to appear in mufti than an officer! Our own livery servants have the privilege. Why not soldiers, who are, or might be, very much more superior to those of the past generation?

The CHAIRMAN: There should be no mistake with regard to the employment of retired soldiers in the Police. The Police employ a great number of such men; and when I went to inspect the Dépôt at Berwick-on-Tweed (I think in 1882) nearly half of the Reservists called out there were policemen from London and its neighbourhood.

Admiral CLOSE: Make it compulsory.

The CHAIRMAN: I do not wish anybody to suppose that the Police Force has not drawn liberally from soldiers, either discharged or in the Reserve, and who fulfil the required conditions.

Mr. H. O. ARNOLD-FORSTER, M.P.: I must say frankly that I do not appreciate the views of the last speaker with regard to the Queen's uniform, and I would say with great respect with regard to what he said about the Police, that, at any rate, one advocate of the soldier's cause did mention this matter very recently, viz., myself. The Police are local organisations under local authorities. I found that there had been a refusal of an enormous number of men sent forward from the Soldiers' Society by the authorities of the local Police, over whom, practically, the Government had no control. I would venture to suggest that if this meeting is to be profitable some proposal of a definite character should be made—something that we might regard as a principle. It seems to me that we are revolving in a vicious circle owing to the force of circumstances, and however anxious we may be to organise charitable relief for the soldier—that is to say, to do everything we can to relieve him from the disadvantage under which he is placed by our term of service—we shall never do any good to the country, and we shall do very little good to the soldier until we have put this matter on a totally different basis. Only yesterday I received a reply from the War Office telling me that during a period of ten years 1,400 soldiers had received offices under the Treasury. That, I think, is 6 per cent. of the number of men who went into the Army during that period. It is absolutely of no use whatever to the Army as an institution to tell the men on enlistment that they have a sixth part of a chance of employment when they retire. What we want in this country is, what every other country has recognised as the common-sense course, we want a definite statement made to a man on enlistment, that, provided he fulfils certain conditions, he shall be entitled to certain employment and certain emoluments. But we go on, as I say, in a vicious circle. The common sentiments of humanity animate the soldier just as much as they do the man who does not wear the Queen's uniform, and the one prevailing passion of the Anglo-Saxon man, I believe, is to make some certain provisions for his honourable retirement in old age. You take a soldier just when he is entering on the prime of life. You keep him until he comes to a stage at which in 99 cases out of 100 he loses the chance of satisfactory employment in civil life, and then you discharge him. You will get the men whom you induce to join by the advantages which you can hold out. Those advantages are not such as will induce any man who has any prospect of more favourable employment to enter the Queen's service, and you get men, against whom I say not a word, but I would only say that they do not represent fairly the manhood, and the intelligence, and the physical capacity of this country. The result is that when they go out to service it is no use scolding employers, and it is very little use scolding the Government for not giving employment to men who are not competent to perform it. I was employed as a member of the London Chamber of Commerce in tabulating information that we got from all the great employers in the City of London as to the extent to which they employed foreigners, and what struck me, almost as much as anything, was that the whole evidence from those who were employing Germans was to the effect that service in the Army acting upon men who were of an educated class had been simply to improve their chances in the battle of life; but until you get the same class of educated men into our Army, and until you adopt the term of service in such a way as to give them an opportunity of undertaking work when they come out, you will never go on beyond the point at which you now stand. I have no doubt that the Post Office would take the same view of this matter as any other department. The Postmaster-General, who is personally most sympathetic, says that everything he can do will be done, and that he desires to do much more than he can do; but he says, "What more can I do? The patronage of the Post Office is largely vested in the country postmasters, and I cannot move without an order from the

Government as a Government. I can take no step whatever which will meet the prejudice of vested interests in my department without an order from the Government." Therefore what I say is this, let us do everything we can to induce the Government to look into this matter; for unless it is regarded as a matter of national importance, no steps will be taken. It is no good relying upon the goodwill of officers at the head of departments. There must be a definite instruction to the Government officers that they must find definite posts to be filled by soldiers on retirement, and let that be known. And do not be in a hurry when that is done. It will not be in the first or the second year that we shall see the benefit. We have to work with the material that we have in the ranks now, and we shall not get the full effect of a change until it has had time to be improved, and men come in because they know that something will come of it. We must move the Government as a whole, and we must insist upon a definite certain outcome known to the man when he comes in, to be enjoyed by the man when he comes out. I do not want to touch upon anything that is not within the province of this Institution, but I do deeply regret that a great blow has been dealt to our course by the proposal which has just been made to mark every soldier on his retirement from service as liable to service for another year. I have had a great deal to do with the enquiry into what the difficulties are in getting employment for soldiers. The difficulties are, in the first place, the want of capacity to fill the kind of employment they are after; the difficulty in the second place is the uncertainty of their tenure, and we are aggravating that a thousandfold. We are going to say to every employer of labour, "You cannot take this man except under the knowledge that at 24 hours or at 12, indeed at an hour's notice he may be recalled by telegram from your employment in order to serve in South Africa, in India, or elsewhere. Those are the only terms on which you can have him." By doing this we are branding every soldier on discharge with the incapacity of obtaining employment; and if there are any individuals here who can do anything to prevent that serious calamity falling upon the Service, I hope they will do all that in their power lies to that end.

Mr. HERBERT PALIN (retired Petty Officer Royal Navy): Mr. Chairman, ladies and gentlemen,—I thank you very much for giving me the privilege of taking part in this discussion, because I have for many years of my life, both in and out of the Service, advocated the cause of Service men, and I might say I am in a position to do so. I had the honour of beating the senior member for Portsmouth by 2,000 votes for a seat on the Portsmouth School Board; I am a member of the Town Council, vice-chairman of the Board of Guardians, and I occupy the position of president of the Naval Pensioners' Protection Association, which has branches at Sheerness, Deptford, Aberdeen, and many other places; and, in addition to the advancement of our own claims, we as far as possible fight strenuously for the employment of deserving pensioners who have been in active service. I totally disagree with the lecturer when he states that pensions should be paid weekly. I think such a course would be disastrous, because on leaving the Service in the Navy the Admiralty pays a quarter's pension in advance, which enables a man who has a family to tide over the period between leaving the Service and the period of getting employment. With regard to recruiting, there is this connection between recruiting for the Service and finding employment for discharged Bluejackets and Soldiers. It comes in this way. We, as Service men, say there is not sufficient precaution taken in enlisting men and boys for the Navy and Army, and that after they have got them there is not sufficient interest taken in their welfare (other than to make them competent in the use of arms) in order to enable them to return to civil life with a fair chance of success. We have heard something in the paper about technical instruction. Well, I have had something to do with technical instruction. The Science and Art Departments make grants to different localities for the teaching of subjects connected with trades and industries. They give prizes to the students who pass successfully, and they give a very fair amount to the teachers who teach them.

I cannot see why this principle should not be extended to every ship and to every regiment under the British flag. There is no possible reason why the same system should not prevail with regard to our Navy and Army. It is a very simple matter. It might be done if we could only take it up, and I trust that those of you who have influence will give the matter your careful consideration. I would like to deal with it more fully, but I am limited as to time, and I have no desire to take any advantage of your kindness. As far as I am concerned, I do complain of the conduct of the Government with regard to their discharged servants. It is a notorious fact, particularly under the Admiralty, that naval pensioners are paid less than men in the other branches in the same dockyard. It is true that of late they have increased the pay slightly, but in the four dockyards there are classes of men under the Admiralty who remain at the same rate of pay, and can get no redress. Then again, although I do not believe in the absorption of railways by the State, yet I really think the Government should bring pressure to bear upon certain railway companies for the employment of a large number of our retired Service men. There is no reason why they should not do so when a company is seeking for fresh powers, or a new company is pushing a Bill through Parliament for the formation of a new line. They might compulsorily insert in the Bill that the company should be compelled to employ a certain percentage of Service men. With regard to recruiting for the Navy, the General will forgive me when I say that this particular work is in the wrong hands altogether. I do not say this applies absolutely to the Marines, although the line is very fine between the Bluejacket and the Marine; but I do say that for the seaman branch we ought to have seamen as recruiting officers. He speaks of the unreliable character of tainted institutions. I hope you do not include in those "tainted" institutions, the industrial school-ships we have throughout the country, where boys are taken at tender years, from ten to sixteen, simply because they were truants. In many cases those boys make our very best seamen, because the lad who has the spirit of mischief in him to disregard the social conditions of his age has the makings in him of a very good fighting machine. Why I say this, is because perhaps I have had some little experience in that direction. There are, of course, reformatories which are quite distinct institutions from those industrial training-ships where boys are sent for being truants or without parental control. The Admiralty will not take boys from the reformatories, because they have been committed by the magistrate. Unfortunately, a large number of boys from industrial schools are not even physically fit, owing probably to their early natural surroundings. Even with training they would never become physically fit, although there are some exceptions. What is done is this: If a boy is physically fit to enter the Navy they discharge him at fifteen, send him to his home, and get him recruited into the Navy there, because they won't take him from the ship direct. That is an absolute fact. With regard to skilled men, I would say we have a large number of such men who are pensioners in the Service—the Navy and Army—and I regret that in my experience on public Boards on which I have had the honour of sitting nearly fourteen years, there has been on every one of them an unmistakable desire on the part of the civilian element to keep the pensioners back, or to take advantage of the pension. I find it so with employers. I might mention that two weeks ago I employed a pensioner from the Royal Engineers to wire my establishment for the electric light, and we did it successfully. I bought the material, and I paid him for his labour and the installation. In the matter of electric lighting, I believe that both in the Navy and in the Engineers there is plenty of material to get thoroughly good men for that particular branch of work. With regard to marrying, that has been mentioned by the General. I think that greater privileges both in the Navy and Army should be given in that direction, and further I would strongly urge that greater concessions should be made to our soldiers in the matter of wearing mufti when on leave. The more privileges you give them the better class you will

get; and if you take these educational matters to which I have referred into consideration when you get them as recruits, and make it compulsory in the early part of a man's or a boy's service that he shall obtain a certificate of proficiency in education, I believe you will get a very much better Navy and Army, and you will get a very much better civilian element when they return to ordinary life. Having said that; I hope the Government will set the example and will employ more largely Service men; I trust that they will not take advantage of the pensions that the men have earned, which, after all, have only been deferred pay, but that they will encourage the men in the future more than they have done in the past, in order that we may get a superior class of men who can reasonably look forward at the expiration of their service to a better opportunity of securing Government employment.

Major-General G. F. BLAKE: From my connection with a society, probably not unknown to some in this room—the Army and Navy Co-operative—I am very glad to be able to say that we have had unexceptionable satisfaction from observing our rule of giving occupation to either naval or military pensioners, giving them precedence over others. *Ceteris paribus*, we invariably endeavour to find occupation for the old Bluejacket and Soldier, and I am very glad to be able to say certainly during my three years' connection with this society that in no instance have we had to regret this. I think that is pertinent to the subject the lecturer has brought before us.

Lieut.-Colonel R. E. W. GARNHAM (late 3rd Batt. West Riding Regiment): I wish to say a few words as a considerable employer of labour during the last thirty years, and therefore having had a great many opportunities of judging what has been the working of the Reserve system. I live three miles from Chichester, and have for years been well known as one who gives employment about my ground to men who come for it. I have also employed men in my establishment, and at the present moment my cowman is a retired 82nd man, and I have also a man in my house who is a Bedfordshire regiment reserve man (the old 16th), and doing exceedingly well. I can most cordially support what the lecturer has said with respect to recruiting being the beginning of success for the man when he leaves the Service. If you recruit rubbish, you cannot expect to turn out anything but rubbish at the end of this short service; and even when you improve the man personally by his association with men who are better than he is, you do him harm at the same time, because you make him less inclined to go back to the very bad drudgery to which he was accustomed before he entered the Service. The system of enlisting men so young (speaking entirely of agricultural districts) prevents their having learnt anything particular before they go into the Service. Nothing would do so much good for the employment of men when they *leave* as recruiting them a little older, letting them acquire habits of work before they are enlisted. That, I think, is a very important point. There is another thing on which I most cordially agree with the lecturer, which is as regards the nature of the characters which are given to soldiers. When a man comes to me for employment, if it is only for one or two days' work, I always look over every paper he produces, and I try to show the man that I take an interest in the private recommendations which he has got from officers, and that I value them, and I find the men are exceedingly touched when I do so. I think it would be a good plan to place the men, as the lecturer suggested, into different classes. Now, you have nothing between the worst private soldier and the non-commissioned officer. If I say to a man, "You were not a corporal," he replies "No, sir; I never had the chance." If you could divide them into classes, as in the Navy, I am quite certain it would do a great deal of good with respectable employers of labour. At the present time employers of agricultural labour never look at recommendations; they do not care two straws for parchment certificates, and they are not accustomed to anything else. They take the men without characters and send them away without characters,

and, therefore, they derive no benefit from perhaps six months' or a year's good service in civil employment. The farmer says, "Oh, I took you without a character, and I shall not give you another character." Another improvement would be if communication could be kept up between the officers of our Reserve Societies at the labour centres and the agricultural districts where there are fewer men; but these men equally want work. I do not think now there is much done in communicating. For instance, we will say there is a large drainage work going on somewhere, I do not think anything is done to help the men to get there; they will find their way there, perhaps, but very often at very great cost. One day a man came to me because he heard I was having some fencing painted at my place, and he had come all the way from Bristol to try for the work.¹ I do not agree with Mr. Arnold-Forster at all in what he said about the result of present arrangements as regards the class of men who during the past twenty or thirty years have entered the Service, because there have been very many other inducements to make them enlist besides the mere hope of what they are going to have when they come out of the Service. There are many other incentives, such as the love of adventure, love of travel, the little difficulties which arise in a man's neighbourhood, want of work, etc., many things which send good men into the Service. I do not agree with Mr. Arnold-Forster with respect to that, and I think it is an unjust slur upon the men whom we have had in the Service to say what he has said. We know, however, that Mr. Arnold-Forster is an exceedingly good friend to the soldier, and one of my great objects in coming here to-day was to support what he wrote on Saturday last in the *Times* with respect to this new liability which is going to be imposed upon Reserve men during the first year as regards service in any little wars. There will be nothing more fatal to the employment of Reserve men than any such regulation. I have myself employed a great many men, and at this very moment there is a man I have at home whom I do not think I should have engaged if I had known there would be a chance of his going into every little war that might arise in the next twelve months. One does not want to buy a fine well-made man a groom's livery which, perhaps, won't fit anybody else, if he may have to return to the colours in his first year, although I willingly incur the risk of his being wanted away for a week's manœuvres, or if the country called upon him in any real necessity I should be willing to surrender him. I hope every means will be taken to point out that there could not be a more unfortunate step than that which it is proposed to take, and I am very glad Mr. Arnold-Forster alluded to it, because I came here chiefly to call attention to that fact. I am sure we are all very much obliged to the lecturer, and I can assure you that on the points on which I speak, I speak from experience of civil life in respect to the soldier, in whom I take a soldier's interest.

Colonel H. C. BORRETT (A.A.G. for Recruiting): The War Office is now very much engaged in this matter of the employment of soldiers, and everything is being done that can be done. I will not say that pressure will be brought to bear, because I do not think that is a right expression to use. But I know that all the different departments referred to by the lecturer in the Blue Book will be asked to reserve a certain proportion of vacancies for ex-soldiers, and I hope the result will be satisfactory. I know Lord Lansdowne is very much alive to this question. There has been a great deal said about recruiting in connection with the Employment Society, and I must say that having the honour to belong to the Army I cannot help thinking that the Army has rather suffered to-day at the hands of the lecturer. I do not think the Bluejacket is a bit better man than the soldier. I mention this because I could not help feeling that we were rather sat upon. I do not agree with the lecturer in what he said about soldiers' characters. I believe the

¹ I have no doubt that the Clergy would assist if they were made aware of the existence of our society's branches, and asked to send in the names of soldiers in want of employment.—R. E. W. G.

great majority of colonels of regiments who give characters to soldiers give what they consider to be honest and true characters. A little mistake was made when the lecturer said that the great majority of characters were given by people who knew nothing at all about the soldiers, and only saw their documents. He will find the characters are given by the officers under whom the soldiers had served and who better than anybody else knew all about them. The orders now issued are particularly strict with regard to this matter of character. Commanding officers have had pointed out to them the great necessity of giving really reliable characters to men, and I do not think there is much that can be changed for the better in that respect. With regard to the classes of men recruited, that is a matter of demand and supply. I understand from the lecturer that the Marines can get first-class characters for every man they enlist into the Marines. The reason is because there are not so many Marines as soldiers. We cannot get quite such a good character for every soldier, because the demand is much greater. We do not enlist the scum of the population, or anything like it; and our rules are, with regard to every man who comes forward to enlist, that if his antecedents are not known, or there is anything in the least suspicious about him, a character is got for him. I think that ought to be strict enough. I do not say that we go quite so strictly as the Marines or the Royal Engineers, because it is a matter of demand and supply. These are our rules, and I do not see that they can be very much improved on. With regard to the dépôts, I do not know why that was touched upon, but I may mention there was a slight error made. A recruit remains three months at the dépôt, and why we cannot keep him six months is because we are not like the Marines. They have a large dépôt where they can train their men. We have our dépôts scattered all over England, and we cannot afford to keep the men more than three months, because we cannot instruct them in musketry where it is so difficult to get ranges suitable for the magazine rifles. The soldier recruit must join the regiment where he has to learn battalion drill and many other things. He gets a very good three months' instruction at the dépôt, and that is quite long enough for him. These things are different in the Army from what they are in the sister Service. My great object, however, in speaking was because I am in a position to state that this matter of the employment of Reserve soldiers is now engaging the very serious attention of the Secretary of State for War. With regard to the Police, I am very sorry to hear them mentioned. I am employed at the War Office, and it is one of my duties to recommend men for the Metropolitan Police. It was only yesterday that I had the pleasure of looking over the documents of three men, and replying that I could thoroughly recommend them for the Police. Those men had each served eight years with the colours, and there was not a single case of drunkenness reported against one of them.

Commissary-General A. W. DOWNES, C.B.: I have gathered from the observations of some of the speakers that the soldier when he returns to civil life is heavily handicapped in getting employment. I am happy to say as a resident now in London for over twelve years, and being much interested in municipal matters, that I have seen a great number of Navy and Army men find employment under the local bodies of the Metropolis. For instance, with regard to the Metropolitan Fire Brigade under the London County Council, it may not perhaps be generally known to those present that none but sailors are enrolled as firemen. As far as I can recollect, when I was chairman of the Fire Brigade Committee the bulk of the brigade were Bluejackets, and the remainder from the mercantile marine. There is always a list kept of vacancies, so that sailors who are seeking employment by going to the head-quarters of the brigade can always see it, and can apply for employment. With regard to Bluejackets, we are always very glad to take them. I was on the county council for three years and did my best to advocate the employment of soldiers in our different parks as park-keepers, etc. Another way in which there

is an opening for soldiers is in connection with the Metropolitan Asylums Board, a branch of which is an Ambulance Department for the removal of all infectious fever and small-pox cases to our different hospitals from their homes. And I may say that a great number of our ambulance drivers are men who have served in the Mounted Corps, the Royal Artillery, and the Army Service Corps. To show that there are some good appointments in the Ambulance Department, I may mention that at the present time we have three station superintendents, their salary respectively being £100 a year, and their wives £26 (as housekeepers). They are provided with furnished apartments, rations, uniform, gas, coals, and washing, etc. That, I submit, for a non-commissioned officer, is a very desirable appointment. It is only three weeks ago that we made an appointment of a first-class man as a superintendent from a cavalry regiment. The appointments are made by open competition; and the men are selected entirely on their merits; and have justified their selection by the committee. Another department open to soldiers, about which I can speak as a visitor of one of H.M. Prisons, is that of warders in prisons. I know some most deserving old soldiers who are so employed. All these I have referred to are appointments which soldiers are capable of filling. In trades where you require skilled artisans, I am afraid soldiers, except perhaps the sappers, cannot compete with the men who have been artisans all their lives. The soldier when he comes back from service with the colours is handicapped in having to compete with skilled artisans, but in the other walks of life which I have mentioned I am happy to say that I can testify as to the great increase in the appointments now obtained by Bluejackets and Soldiers on leaving their respective Services.

Mr. R. W. ALLEN (of the firm of Allen Brothers, Engineers): The subject of the paper before us is one of great national interest to all who care for the welfare of our Bluejackets and Soldiers, and those who are employers of labour will, I feel sure, welcome any scheme for the successful employment of such men. Being associated with the Navy in connection with the Engine Department, my firm has employed a number of pensioners for many years, although the proportion is small. We employ 500 men, 30 of whom come from the two Services—22 from the Army and 8 from the Navy. If a good workable system could be laid before the various firms of this country for the employment of such men I feel sure more would be in request, for we have found that the men who are Service men in receipt of a pension are generally very steady. There are several points I might refer to in the discussion. One is with regard to the payment. Being contractors, we naturally regard these matters in a different way to what some other people do, and where the unions are so very strong, as they are in this country, one has to protect oneself, and not leap before you should walk, as it were, in this work. When we employ men from the Service we cannot put them direct on to the machines unless they have had skilled training. Of the 22 men that we have had from the Army the majority have served their 21 years. They have passed through the Zulu, the Ashanti, the Egyptian campaigns; and they have come from the Royal Horse Artillery, the 1st Dragoons, the Grenadiers, and many other regiments. These men generally go into the works as labourers. They work up to the small tools, and are gradually promoted to the larger machines. I think most employers, and especially engineers, fight very shy of employing Service men simply for the fear of labour troubles. Where we are now situated we have a far freer hand, and we are therefore endeavouring to employ more Service men than we should be able to do if we were in a large town. If a large labour bureau were started where firms could apply for such men, I feel confident that they would have no difficulty in securing situations. At the present moment I think 90 per cent. of the engineering firms of this country do not, perhaps, take an interest in men who have been in either of the two Services, and who really do not know where to apply for them. On the question of earnings, I have learned from our pay department that the men who have served through the arrangement I have just referred to get a rate of wages varying from £2 to 20s. a

week, in accordance with the work they do, and we pay our workmen by the results of their labour. If a man is capable of working a tool, he is paid accordingly for his work; the question of pension does not enter into the subject at all. Some gentlemen have said that there is no difference between Navy and Army men. We find there is a great difference. The Navy man is a handy man; for instance, when a rope is broken, he will mend it: an Army man cannot well do it; or a belt is broken, the Navy man mends it. I give these illustrations as showing that in an engineering workshop there is a difference between a Navy and an Army man; but we have also found that it is very difficult to obtain naval men to reside in the country. The men prefer to be near the sea where their families have lived, and that, I think, goes a little against engineering firms in the Midlands. If the firms were situated near the shore these men might be employed. The only way in which we have been able at present to obtain men from the Service has been through the secretary of the Bedfordshire Regiment. I do not think any speaker suggested this labour bureau, but if that were started on a sound basis I do not think there would be any fear in future for men from the Service. If any members of the Institution are interested in any Bluejackets or Soldiers we shall always be happy to put their names on our books, or if any member would like to see them actually at work we should only be too delighted to throw our works open for inspection.

Major-General MOODY: I think, Sir, there is little which I have to say in reply. I will make my remarks as brief as possible to enable you to sum up. Admiral Close referred to the Police. He is not quite up to date. There are a large number of discharged men now employed in that Force, and, according to the official reports, they give, as a rule, great satisfaction. The Metropolitan Police authorities, Colonel Borrett tells us, apply regularly for discharged men, and we are all aware how particular they are to get the best men. And if the Metropolitan Police regularly take ex-Service men, you may depend upon it the men must be satisfactory. Counties and boroughs follow, to some extent, the example set by the Metropolitan force. As for railway companies, I thought the suggestions made by Mr. Palin were exceedingly good. The time to get hold of companies and people is when they want something from the public; then you say, "What have you to give in return. You must give us something for what we give you." But I must tell Mr. Palin that Sir Henry Oakley, the general manager of the Great Northern Railway and head of the railway clearing-house, made a rule to take a proportion of Service men in his company, in the proportion of three out of five, or two out of five—I am not certain which. He tries to adhere to this arrangement as much as possible; but where general managers are handicapped is, that the subordinates are against taking ex-Service men, and throw difficulties in the way of their being employed. In time this opposition will cease: much depends on the men themselves. It is the subordinates who are responsible for getting the work done. Mr. Palin also mentioned tainted institutions. I admit that lots of the lads from industrial and reformatory schools are excellent fellows; they have had bad parents, and have thus been very much handicapped. The objection against taking boys from such institutions, as well as from workhouses, is that you can get plenty of boys from respectable homes, poor homes many of them, but homes kept up by honest, respectable, self-respecting working people who have scorned any public help to bring up their children; surely it is this class who have the first claim for consideration. If you take boys from these institutions, respectable parents will not let their children come forward; and thus, if Mr. Palin's suggestion was adopted for the sake of providing for some questionable boys, you lose those who are unquestionable. You must make the choice, for I can assure him, after a large experience, you cannot work the two systems. With regard to these tainted institutions, as I call them, it is a question if the industrial schools should be classed as such; but more or less the children have been thrown aside by their parents and allowed to sink or swim. There is plenty of room for the boys in the merchant service, and it is a pity they do not enter that service more freely,

and then qualify for entry in the Royal Naval Reserve. As to Army characters, I must adhere to what I have stated in my lecture. I do not entirely speak from my own knowledge, but I would simply turn to that paragraph of the Report of the Select Committee of 1894-95, which recommends that more care should be taken about the award of Army characters. I understood when I was at Gosport for some years, that the Commandant of the Discharged Depôt having, I think, 10,000 men passing through his hands on discharge, fills up the characters there. He did some years ago. I speak with all deference, and I should be very sorry if what I have stated is wrong; but I know you will find if you ask any private employer who is in the habit of employing soldiers, he will tell you that for some reason or other he does not place much dependence on them. The men themselves quite realise this.

The CHAIRMAN: That is rather a different question. You said that the people who gave the characters knew nothing about the soldiers whatever.

Major-General MOODY: The officer of the depôt, I said, takes it from documentary evidence. If I have over-stated the case, I am very sorry; but the report of the Select Committee bears me out. As to the length of time an infantry recruit spends at the depôt, I was certainly told by an adjutant of a depôt that the recruits only stayed two months at that particular depôt. I suppose there was something exceptional in the case, but I understood that two months was the rule. I am very glad to hear that so much consideration is given by the London County Council to men from the Services. I only hope other county councils will follow their example. I would take the opportunity of drawing attention to the excellent men—sergeant-majors and other warrant-officers, staff-sergeants, and sergeants—who are so well fitted for positions of trust, but who have considerable difficulty in obtaining suitable positions. I have endeavoured to get such men situations under county councils, but without success. The London County Council have many openings for such men, and I would plead on behalf of the Services for a liberal share. As a representative private employer, I am very glad to hear from Mr. Allen, whose large works I know well, that the retired Service men are so satisfactory. You may depend upon it, if more employers would give the men the opportunities that Mr. Allen's firm give them, the men would do well. It is a great incentive having something to look forward to. An instance came under my notice some months ago at Leicester; while paying a visit in the neighbourhood I went over some bootmaking works in that city belonging to a firm employing some 800 men. I asked, "Have you any retired soldiers?" and the manager, who was taking me over, pointed out several. He said, "They are first-rate men, but," he added, "I had to take them in the first instance and pay them the trade union rate of wages, at a great loss to ourselves at first, as they were not sufficiently skilled to earn their money; but I am very glad to give it to them now, because they are well worth all the money that I gave. I can thoroughly rely on them." There is another firm I know in Belfast employing a large proportion of Service men, and they also speak very highly of them. Fair wages in these instances are paid, and the men have something to gain by good, honest work in such cases. You may depend upon it they will put their shoulders to the wheel. I find that the habits of discipline learned in the Service, and carried into civil life, are much appreciated by employers. I thank you very much for the attention which you have given to me.

The CHAIRMAN (General Sir William Cameron): Ladies and gentlemen,—My time is very limited in view of another engagement, and, therefore, I cannot go into all the details under consideration as I should like to do. But I would wish you to understand, as we are so much in the habit of abusing the authorities, that in this matter which has been placed before us to-day regarding the employment of retired soldiers, the authorities are thoroughly in earnest, and are doing what they can to promote the object in view. I have the Regulations of 1895 before me, which you can all read, giving the latest instructions on the subject. You

will see there how the authorities are co-operating with all the various agencies for the employment of soldiers; and, moreover, there is somebody especially told off now from the Adjutant-General's Department to go round and inspect all the registers, and look as closely as possible into the way the whole business is conducted at the various dépôts. I maintain that, of course, under a voluntary system Service you cannot have the "flower of the nation" in the ranks, do what you will; and it is just as well to face the matter, unless you choose to pay the soldier at the extravagant rate advocated by some people even to the extent of the same amount as the employer of labour gives his men. Why, the thing appears to me absolutely absurd, even in peace-time, and fancy what it would be in time of war! In 1805, even with our far smaller population of 15 millions, we had, with Militia and Volunteers, about 600,000 men on foot in this country; and if in these days you paid according to the current rate of wages in the labour market, we should very quickly run up our already very large National Debt. You have to consider the financial aspect of the case to a very considerable extent. In the days of Wellington, England had allies; England may have, as you are being constantly told now in the newspapers, to stand alone in coming difficulties. We have hitherto fought nearly all our battles in Europe with allies. Moreover, we had during the great Peninsular war foreign auxiliaries of all sorts, and during the Russian war we had about 20,000 Bashi-Bazouks, an Italian Legion, a Swiss Legion, and a German Legion; and I question, even if we wanted to do so, whether we could raise all these legions at the present day, because under the present military system abroad I do not believe you can get the men, and I fancy what men you did get would be all deserters from their respective countries. We have to raise a very much larger force of our own than formerly to prepare for any emergency, and it is impossible, I repeat, under the voluntary system to get what is called the "flower of the nation." We have to do the best we can. Colonel Garnham hit something like the nail on the head with regard to the civil employment when he said that much of the difficulty arises from enlisting the men as young as we do, nominally at 18, but many at 16 and 17; and under these circumstances, you cannot expect them to have received much technical education. Of course, the technical education of the soldier in various trades must be carried out before enlistment, and if you enlist him so very young you cannot expect him to have had much of such education. With regard to his being given this technical education whilst he is actually in the Service, many people seem to forget the work required of him to fit him for the field. We have been told by the lecturer that after five o'clock the soldier has nothing to do, and I think he said even much earlier, as is really the case in a general way. Well, my experience is that there is a good deal of idle time, but if we were really a highly professional Army and our soldiers were taught all that they are taught abroad, beginning with the individual, going on then to the squad, half-company, company, battalion, regiment, and so on, gradually working up the men by units into the autumn manœuvres, I do not think that with even what we do in that way, there will be very much leisure time left for the soldier to be taught trades beyond what is already provided for in the Queen's Regulations. I do not like to be egotistical, only I think you may credit me with knowing something about the Service after serving regimentally or as a general officer very nearly fifty-one years, with only about twenty months out of employ during that time. With regard to this question of character, there has been a considerable unreliability, I admit, about the parchment certificate, though we are getting better in this respect. The comparative impunity with which a man can get drunk is partly the cause. I mean to say no fine under 7s. 6d. constitutes a regimental entry, and on regimental entries largely depends the character recorded on the regimental certificate. No doubt under this system, which is very kind-hearted, we do give men very good characters on leaving the Service who would hardly be considered thoroughly reliable in private employment. We

are improving, but still there is, I admit, a certain amount of unreliability which you won't get over merely by all sorts of complicated formalities and instructions. The commanding officer of the *dépôt* or regiment should be made thoroughly responsible for the characters he gives, and if several characters come from a regiment which do not turn out what they are represented to be, well, then there is something wrong in that regiment, and responsible individuals should be made to suffer, that is, if responsibility is something more than a mere name. There are many things that are not, I should say, wrong as regards system, but more the result of faulty administration. In military matters there is no compromise at all; you have to do your work thoroughly and unmistakably. I am quite aware that there have been men even wearing medals for long and meritorious service who have proved worthless in private employment. That should not be, but it has been and is so still to a certain extent, though not nearly as much as it was. There is one way in which the public can help us a great deal, and that is by supporting all our military institutions, benevolent and otherwise. England has stood nearly foremost in the whole world with regard to its municipal life and its local self-government and organisations for the good of the people. Well, these institutions of ours are doing good work in the Army, which may be expected to grow with time as their organisation is perfected and the soldier learns to make full use of them. Many of them have been enumerated. In the Corps of Commissionaires, of which I have been a governor for thirty years, you will see what can be done in providing employment for the really deserving soldier. But there the principle of the founder (Sir E. Walter) is that we are not merely a benevolent or charitable institute; what we endeavour to do is to supply the market with the very best article in the shape of labour, and the Corps certainly does this by all accounts uncommonly well. But then there is no compromise. I have never known any organisation in all my life where the object in view is more thoroughly carried out than in the Corps of Commissionaires, and we may all take a leaf out of their book. I do think that these military institutions for the benefit of the soldier and agencies for getting him employment might be better supported. With regard to this great question of waste, the lecturer implies that if we adopted his suggestions there would only be 20,000 recruits required every year, and we should get a much better sort of men; but then he appears to make no allowance at all for the reasonable wastage which there must always be, whatever sort of men you get. 20,000 recruits annually will certainly not meet our ordinary requirements. With our services abroad all over our vast Empire there will always be a considerable amount of wastage, though this might, perhaps, be considerably reduced.

Major-General MOODY: We have besides 4,000 men always in hospital in the Home Army alone.

The CHAIRMAN: But you must make a reasonable allowance for that and other wastage. With regard to marriage, when short service was introduced it was supposed at the time that there would be only a very small establishment needed, because, if you recollect, short service was at first not combined with long service to the same extent as now. I mean to say re-engagements were discountenanced, and therefore the Army was supposed to consist almost entirely of very young men, and 4 per cent. of the rank and file was thought a fairly reasonable percentage allowed to marry. I do not think we have much to complain of, considering that nearly all the sergeants are allowed to marry. You say that the soldier's rations ought to be very much increased.

Major-General MOODY: Slightly.

The CHAIRMAN: You will find with proper management the soldier's ration is sufficient—more so than in foreign Armies. The matter has been thoroughly thrashed out in public, and satisfactory proof given that where a fair amount of trouble is taken in regiments (see what has been done at Aldershot) the ration, with the customary small stoppages for extra messing, ought to suffice. If all unnecessary waste is avoided, and refuse disposed of to the best advantage, there

should always be plenty of soup for the men at any time, and a little money over for other requirements. The education of the recruit, referred to by the lecturer, is very necessary. Directly he joins a regiment or *depôt* he is attached to a squad, and the non-commissioned officer commanding that squad should take every trouble with his education, moral and professional, as is done to a certain extent now, in well-managed regiments. I do not think it is necessary for me to say anything more on the general question. We have all listened with the greatest interest to the lecture, and I am quite sure that it will all tend to the advantage of the Services. I feel sure the meeting is very much obliged to you, General Moody, for your paper, and I beg to thank you on their behalf.

General Sir W. CAMERON, having been obliged to curtail his summing-up, when presiding at Major-General Moody's lecture, has since added the following remarks :—

"Owing to another engagement on the occasion of General Moody's valuable lecture on the important question of providing civil employment for our retired Bluejackets, Soldiers, and Marines, I was so hurried at the close of the proceedings that, with the permission of the Council, Royal United Service Institution, I should like to make some additional remarks in regard to the Army, whose position seems very different from that of the sister Service which is so much sought after by our seafaring population, and in which the Bluejacket is necessarily as well off (all things considered) as the bulk of our fairly-well paid mercantile marine, and is able to continue to earn a livelihood as an ordinary sailor,¹ on discharge to pension, unless he should prefer other employment, such as referred to in the lecture. In the latter case, I presume Bluejackets, Soldiers, and Marines have all exactly the same chance strictly according to individual merit. Now, as affecting the Army, the whole lecture very naturally turned on the necessity, if success is to be achieved, of your supplying the State departments or other employers of labour with the "right man," which can only be accomplished to a sufficient extent by our first securing the right stamp of recruit for the purpose, and to this doctrine of the lecturer everybody will probably readily subscribe. Is this practicable, however, under a system of voluntary service without such extravagant inducements to enlist as would greatly increase in peace-time the already enormous cost of the Army, and be ruinous if we were engaged in a great and possibly prolonged European war, with the whole of our Militia and Volunteers called out and placed on the same footing with the Regulars in regard to pay, allowances, etc? I, for one, think not, or that we should ever get the requisite number of men otherwise than largely at an unfortunately early age and from the unemployed and least industrious classes of the population, from which, according to my experiences, more than three-fourths of our recruits are drawn, as seems inevitable under such an out-and-out voluntary system as ours. As a matter of fact, we really recruit chiefly from the same sources as ever, only that the material has improved, and

¹ Sir W. Cameron seems to be under a misapprehension, when he states that a pensioned Bluejacket can earn his livelihood as an ordinary seaman in the mercantile marine. A certain small proportion of petty officers and Bluejackets, on leaving the Service, do find employment in the great mail lines as quarter-masters and petty officers; a certain number join the U.S. Navy; but into the ordinary merchant service of this country they rarely drift; nor if they were willing to do so, would merchant captains, as a rule, be willing to ship them. "Anybody but a man-of-war's-man!" has been said to me by more than one merchant captain. The fact of the matter being, that although up to 50 years ago, or perhaps a little later, men-of-war's-men and good merchant seamen were interchangeable; yet at the present day the whole education of a Bluejacket tends to unfit him for life and work in a merchant vessel, and no smart man would ever think of descending to the squalor, discomfort, and drudgery, which at present are the lot of the bulk of seamen in the merchant service.—EDITOR.

will still further improve in due course with the general advance in education throughout the country. If this be so, and we cannot afford to be over particular, the point to consider is whether the system is worked as satisfactorily as circumstances permit, and in what respects improvement is practicable. Would other and poorer countries with a less adventurous population have done half as well? The conditions of service are much more elastic than formerly—short and long service run together concurrently, so that the man having a taste for soldiering or feeling himself unfitted for civil life, can prolong his time to pension if well educated; whilst, on the other hand, the greatest liberality is exercised in permitting men to purchase their discharge in order either to return home or take up employment that has been offered them. All this, coupled with more liberal regulations in respect to furloughs and passes, and our very mild disciplinary code, I think considerably lessens the fear of enlisting, and together with the wholesale discharge of bad characters, who are only a nuisance to their better-conducted comrades, and the great improvement in barrack arrangements and regimental institutions, tends to popularise the Army with the better class of men. I agree with the lecturer that the sad want of wholesome occupation in the soldier's every-day life is to a great extent answerable for what is wrong, and think much more time, thought, and attention should be devoted to his moral, physical, and professional training—the latter such a very serious business with our Continental neighbours, whose very independent national existence rests on the efficiency of their Armies, and from whom, therefore, we need not be too proud to take a lesson. Idleness is the mother of mischief, and idle soldiers make idle members of the working community. Drunkenness, in my opinion, is too leniently dealt with in the Army (no fine under 7s. 6d. carries with it a regimental entry), and care should be taken to confine every man returning to barracks the worse for liquor whether quietly or riotously drunk. A premium on quiet drinking only leads in the end to generally drunken habits in a regiment—very much to the detriment of the men as regards employment in civil life. It is by no means unusual for men addicted to drink to retire from the Army with good characters and in possession of good-conduct badges. The great blot, as I have always considered, is the manner of issuing deferred pay. It is an irresistible temptation to the majority of soldiers to take their discharge on completion of their colour service—no matter how uncertain or unfavourable their prospects—and the ensuing few days or weeks of drunkenness and dissipation, until every penny is spent, are neither a good preparation for civil life nor an edifying spectacle to the public of the results of Army training and discipline when restraint is removed. Attention has already been drawn to Army Orders relative to the employment of retired soldiers, and it remains for those concerned to do their utmost in thoroughly carrying out those orders, or suffer for their neglect. Responsibility should be more of a reality in our Service, without which no system or orders, however good in themselves, can be made to work satisfactorily. With adequate Government grants in aid of the institutions, elsewhere referred to, according to the numbers provided for (a beginning has already been made in this direction), together with the preferential employment of Reserve and discharged soldiers in the civil departments of the State, as recommended by the House of Commons on Mr. Arnold-Forster's motion, it will be our own fault if there are many deserving men unemployed, though there will also always be a large number of undeserving ones to cause trouble to the recruiting-sergeant, and spread false impressions of the Service—happily not so easy now that the public is so much better informed. What is said by the lecturer of the soldier's recklessness in money matters is quite true, but the habits he brings with him from the class we recruit from are not easily eradicated, and would only be aggravated by anything like a return to the old system of daily payments. Men proceeding on furlough, however, should be paid as recommended by General Moody, whose recommenda-

tion also that "half of the years a soldier has served with the colours should count, in the case of his going into civil employment under Government, for pension" seems fair, and worthy of consideration for the reasons assigned. Finally, many of us may have failed to see the exact analogy between our men and Cromwell's discharged soldiers who lived in times when the people were more evenly distributed over the country instead of being crowded together in great cities, and when there were no large masses of the unemployed to deal with, or much skilled labour was wanted. But one and all, who have listened to this lecture, will cordially join in the hopes expressed in the concluding paragraph, and in wishing a full measure of success to the efforts being made to provide for our good and deserving retired Bluejackets, Soldiers, and Marines.